

The labour market by education and occupation to 2000

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Statistical Appendix
The Labour Market by Education and Occupation to 2000

ROA-R-1995/3BE

Research Centre for Education and the Labour Market

Faculty of Economics and Business Administration
University of Limburg

Maastricht, October 1995

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Schoolverlaters), which records the flows of school-leavers and their destinations in the labour market, and the 'Higher Vocational Education Monitor' (*HBO Monitor*) survey school-leavers approximately 10 months and 18 months, respectively, after they have left the education system. The information presented in this *Statistical Appendix* refers to the labour market situation, in 1994, of those graduating in the 1992-1993 school year. There is a restriction on this school-leaver data which prevents us publishing information on school-leavers with less than 25 respondents.

The following abbreviations have been used in tables referring to levels of education:

English abbreviation	Dutch abbreviation
LGSE	Lower General Secondary Education
PVE	Preparatory Vocational Education
SIVE	Shorter Intermediate Vocational Education
IVE	Intermediate Vocational Education
HGSE	Higher General Secondary Education (SGSE + PUE)
SGSE	Senior General Secondary Education
PUE	Pre-University Education
HVE	Higher Vocational Education
UE	University Education
	MAVO, onderbouw
	VBO
	KMBO
	MBO/LLW
	HAVO/WVO bovenbouw
	HAVO
	WVO
	HBO
	WO

Many of the courses in Intermediate Vocational Education (IVE) include training in the same subject. However Technical laboratory, Tourism and recreation, Fiscal and Social and cultural, have no parallel apprenticeship courses.

Other abbreviations and symbols used include:

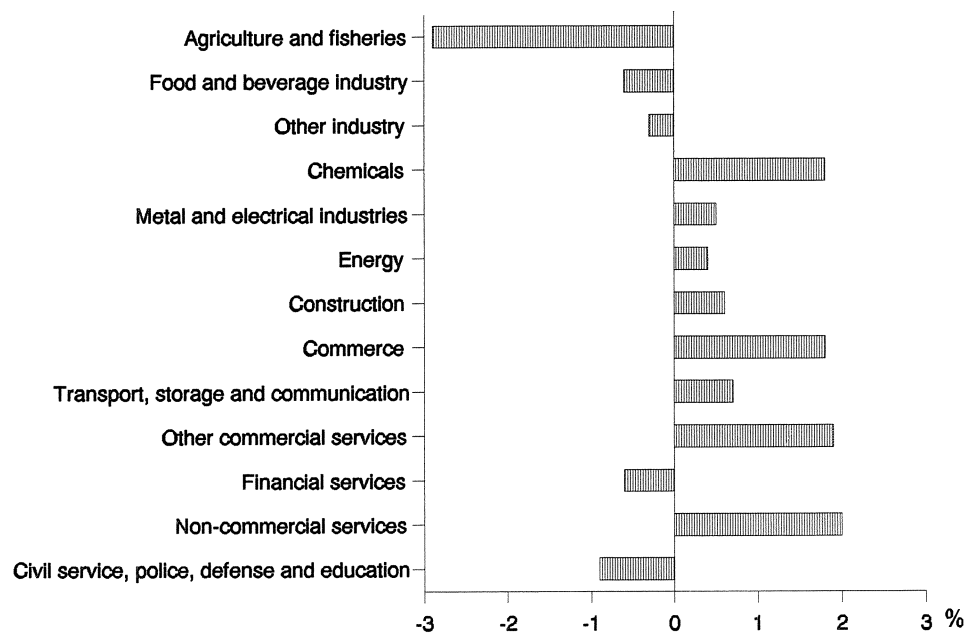
apprent.	apprenticeship training.
qualitative charact.	qualitative characterization.
.	the data could not be published because of the restrictions.
-	the characterization or trend is not known.

The central concepts which have been used are defined at the end of the report. References to the publications in which further information can be found. At the end of the *Statistical Appendix* there is an overview of the economic sectors, occupational groups and types of education as these have been defined in these reports, with the associated codes.

1 INFORMATION ON INDUSTRIES

Figure 1.1

Expected expansion demand per economic sector, 1995-2000 (average annual percentage)



Source: ROA

Table 1.1
Number of workers per economic sector, average 1993-1994

Economic sector	number of workers	trend 1990-'94
Agriculture and fisheries	231,500	falling
Food and beverage industry	157,500	constant
Other industry	242,500	constant
Chemicals	125,000	constant
Metal and electrical industries	491,000	constant
Energy	65,000	constant
Construction	428,500	constant
Commerce	822,000	constant
Transport, storage and communication	373,500	constant
Other commercial services	756,500	constant
Financial services	207,500	constant
Non-commercial services	937,000	constant
Civil service, police, defense and education	609,500	constant

Source: CBS/ROA

Table 1.2
Percentage of women per economic sector, average 1993-1994

Economic sector	%	qualitative charact.	trend 1990-'94
Agriculture and fisheries	23	low	constant
Food and beverage industry	27	average	-
Other industry	25	low	constant
Chemicals	17	low	constant
Metal and electrical industries	14	low	-
Energy	14	low	-
Construction	10	very low	rising
Commerce	42	average	constant
Transport, storage and communication	21	low	rising
Other commercial services	39	average	-
Financial services	44	average	constant
Non-commercial services	69	high	constant
Civil service, police, defense and education	43	average	-

Source: CBS/ROA

Table 1.3

Percentage of young people (15-29 years) and older people (50-64) per economic sector, average 1993-1994

Economic sector	young people			older people		
	%	qualitative charact.	trend 1990-'94	%	qualitative charact.	trend 1990-'94
Agriculture and fisheries	30	average	constant	25	very high	falling
Food and beverage industry	35	average	constant	14	average	constant
Other industry	32	average	falling	15	average	-
Chemicals	25	average	falling	17	average	-
Metal and electrical industries	28	average	falling	15	average	-
Energy	15	low	falling strongly	21	high	rising
Construction	32	average	constant	15	average	constant
Commerce	41	high	constant	13	average	-
Transport, storage and communication	28	average	falling	13	average	constant
Other commercial services	38	high	constant	11	low	-
Financial services	32	average	falling	12	average	rising
Non-commercial services	27	average	falling	12	average	rising
Civil serv., police, defense and education	19	low	falling	17	average	rising

Source: CBS/ROA

Table 1.4

Percentage of members of ethnic minorities* per economic sector, average 1993-1994

Economic sector	%	qualitative charact.	trend 1992-'94
Agriculture and fisheries	2	low	rising strongly
Food and beverage industry	7	very high	-
Other industry	4	average	rising
Chemicals	5	average	-
Metal and electrical industries	5	average	rising
Energy	.	average	-
Construction	2	low	rising strongly
Commerce	3	average	rising
Transport, storage and communication	3	average	-
Other commercial services	4	average	rising
Financial services	3	average	-
Non-commercial services	3	average	-
Civil service, police, defense and education	3	average	rising

Source: CBS/ROA

* The percentage relates to the members of those ethnic minorities which fall under the 'Promotion of Balanced Employment Participation by Members of Ethnic Minorities Act' (*Wet Bevordering Evenredige Arbeidsdeelname Alloctonen*, WBEAA): i.e., those from Aruba, the Dutch Antilles, Ethiopia, Iraq, Iran, the former Yugoslavia, Morocco, Somalia, Surinam, Turkey and Vietnam.

Table 1.5
Percentage of workers by educational level and economic sector, average 1993-1994

Economic sector	Primary Education %	LGSE* %	PVE %	HGSE %	IVE %	HVE %	UE %
Agriculture and fisheries	11	6	32	2	46	3	
Food and beverage industry	16	8	24	4	37	8	2
Other industry	14	8	22	5	38	10	2
Chemicals	11	6	15	4	39	17	7
Metal and electrical industries	14	6	24	3	38	11	4
Energy	6	4	12		47	20	7
Construction	13	4	28	2	46	6	1
Commerce	9	11	19	6	44	8	2
Transport, storage and communication	13	10	23	6	35	10	3
Other commercial services	9	8	14	8	35	16	11
Financial services	3	10	6	13	43	18	7
Non-commercial services	5	5	8	4	42	25	12
Civil service, police, defense and education	3	5	6	4	29	36	17

Source: CBS/ROA

* For the abbreviations of the various levels of education, and their Dutch equivalents, see page ii of the Foreword

Table 1.6
Part-time work per economic sector, average 1993-1994

Economic sector	%	qualitative charact.	trend 1992-'94
Agriculture and fisheries	20	average	constant
Food and beverage industry	14	low	rising
Other industry	16	average	rising
Chemicals	8	low	falling
Metal and electrical industries	9	low	-
Energy	6	low	-
Construction	9	low	rising
Commerce	26	average	rising
Transport, storage and communication	15	low	rising
Other commercial services	27	average	rising
Financial services	18	average	rising
Non-commercial services	50	high	constant
Civil service, police, defense and education	25	average	rising

Source: CBS/ROA

Table 1.7
Self-employment* per economic sector, average 1993-1994

Economic sector	%	qualitative charact.	trend 1992-'94
Agriculture and fisheries	63	very high	constant
Food and beverage industry	4	very low	-
Other industry	7	low	falling
Chemicals	.	-	-
Metal and electrical industries	3	very low	rising strongly
Energy	.	-	-
Construction	12	average	rising strongly
Commerce	15	average	rising strongly
Transport, storage and communication	5	very low	rising
Other commercial services	20	high	rising
Financial services	3	very low	falling strongly
Non-commercial services	9	average	rising
Civil service, police, defense and education	1	very low	falling strongly

Source: CBS/ROA

* Including people working in the business or practice of their spouse or parents, and freelancers etc.

Table 1.8
Flexible work per economic sector, average 1993-1994

Economic sector	%	qualitative charact.	trend 1992-'94
Agriculture and fisheries	8	average	-
Food and beverage industry	9	average	-
Other industry	6	average	rising
Chemicals	4	low	rising strongly
Metal and electrical industries	4	low	-
Energy	.	-	-
Construction	3	low	rising strongly
Commerce	7	average	-
Transport, storage and communication	6	average	constant
Other commercial services	9	average	constant
Financial services	4	low	rising strongly
Non-commercial services	8	average	-
Civil service, police, defense and education	5	low	rising strongly

Source: CBS/ROA

Table 1.9
Percentage of employees with permanent employment per economic sector, average 1993-1994

Economic sector	%	qualitative charact.	trend 1992-'94
Agriculture and fisheries	80	very low	-
Food and beverage industry	91	low	-
Other industry	93	average	-
Chemicals	94	average	-
Metal and electrical industries	96	high	constant
Energy	96	high	-
Construction	96	high	constant
Commerce	92	low	constant
Transport, storage and communication	94	average	constant
Other commercial services	89	very low	constant
Financial services	96	high	constant
Non-commercial services	92	low	constant
Civil service, police, defense and education	95	average	constant

Source: CBS/ROA

Table 1.10

Most important occupational classes per economic sector, average 1993-1994

Economic sector	%	trend 1990-'94
Agriculture and fisheries		
Farmers	50	-
Agricultural workers	35	falling
Food and beverage industry		
Food and beverage processors	16	constant
Bakers and bakery personnel	12	falling
Freight handlers and packers	11	-
Sales assistants	9	rising
Managers and supervisors in manufacturing	8	rising strongly
Purchasing and sales clerks	5	-
Other industry		
Printing industry production workers	14	falling
Managers and supervisors in manufacturing	10	rising strongly
Carpenters and woodworkers	10	rising
Purchasing and sales clerks	6	rising
Chemicals		
Chemical process workers	12	constant
Managers and supervisors in manufacturing	12	rising strongly
Ceramic and glass industry production workers	7	falling
Purchasing and sales clerks	6	-
Technical analysts and laboratory assistants	5	-
Freight handlers and packers	5	falling
Metal and electrical industries		
Managers and supervisors in manufacturing	11	rising strongly
Welders and engineering workers	9	-
Lathe operators and metal workers	8	falling
Purchasing and sales clerks	5	-
Metal-processing machine operators	5	falling
Energy		
Managers and supervisors in manufacturing	11	rising strongly
Purchasing and sales clerks	9	-
Electricians and telecommunication servicemen	7	-
Book-keepers and bank employees	6	falling
Construction		
Carpenters and woodworkers	16	-
Managers and supervisors in manufacturing	12	rising strongly
Bricklayers and plasterers	9	-
Plumbers	7	constant
Road construction workers and pipelayers	7	falling
Electricians and telecommunication servicemen	7	-
Painters	6	-

Table 1.10 (continued)

Most important occupational classes per economic sector, average 1993-1994

Economic sector	%	trend 1990-'94
Commerce		
Sales assistants	26	-
Shopkeepers, retail and wholesale staff	16	-
Book-keepers and bank employees	8	rising
Commercial representatives, buyers and branch managers	6	falling
Purchasing and sales clerks	6	-
Transport, storage and communication		
Drivers and conductors	30	rising
Purchasing and sales clerks	9	falling
Mail clerks and postal workers	7	falling
Book-keepers and bank employees	6	-
Managers and supervisors in manufacturing	5	-
Other commercial services		
Cooks, waiters and kitchen workers	10	-
Porters, cleaners and domestics	8	falling
Managers and supervisors in manufacturing	7	rising
Book-keepers and bank employees	7	rising
Hotel and catering owners and supervisors	5	-
Programmers and system analysts	5	-
Financial services		
Book-keepers and bank employees	39	-
Purchasing and sales clerks	15	-
Commercial representatives, buyers and branch managers	12	rising
Programmers and system analysts	6	-
Managers and supervisors in manufacturing	6	rising strongly
Non-commercial services		
Student nurses and home nursing personnel	13	rising
Geriatric help and kindergarten staff	12	-
Nursing staff	11	falling
Community workers and probation officers	5	-
Civil service, police, defense and education		
Secondary and tertiary education teachers	16	constant
Purchasing and sales clerks	12	rising strongly
Primary and special education teachers	11	constant
Police, fire and security officers	5	-

Source: CBS/ROA

Table 1.11

Most important types of education per economic sector, average 1993-1994

Economic sector	%	trend 1992-'94
Agriculture and fisheries		
IVE Agriculture and the natural environment	32	rising
PVE Agriculture	17	falling strongly
Primary Education	12	falling
PVE Community care, hotel and catering	7	-
Lower General Secondary Education	6	rising strongly
Food and beverage industry		
Primary Education	16	falling strongly
IVE Food technology	10	rising strongly
Lower General Secondary Education	8	-
IVE Retail	6	falling strongly
PVE Community care, hotel and catering	5	-
Other industry		
Primary Education	14	falling
IVE Printing technology	9	-
Lower General Secondary Education	8	falling
PVE Construction trades	6	rising
IVE Retail	5	-
Chemicals		
Primary Education	11	-
Lower General Secondary Education	6	falling
IVE Process technologies	6	-
Metal and electrical industries		
Primary Education	14	falling
PVE Mechanical trades	10	-
IVE Metalworking	6	-
IVE Electrical technology	6	falling
Lower General Secondary Education	6	-
IVE Mechanical engineering	6	-
Energy		
IVE Electrical technology	12	-
IVE Mechanical engineering	6	-
Primary Education	6	-
IVE Retail	5	-
Construction		
IVE Construction technology	22	rising
PVE Construction trades	13	falling
Primary Education	13	falling
IVE Electrical technology	6	-

Table 1.11 (continued)
Most important types of education per economic sector, average 1993-1994

Economic sector	%	trend 1992-'94
Commerce		
IVE Retail	16	constant
Lower General Secondary Education	11	constant
Primary Education	9	falling
Higher General Secondary Education	6	-
PVE Community care, hotel and catering	6	constant
Transport, storage and communication		
Primary Education	13	-
Lower General Secondary Education	10	-
IVE Transport and harbour	7	-
Higher General Secondary Education	6	falling
PVE Transport and harbour	5	-
Other commercial services		
Primary Education	9	falling
Higher General Secondary Education	8	rising
Lower General Secondary Education	8	-
IVE Community care	6	rising
Financial services		
Higher General Secondary Education	13	-
Lower General Secondary Education	10	rising
IVE Retail	7	constant
Non-commercial services		
IVE Nursing and paramedical services	17	-
IVE Community care	11	-
HVE Nursing and paramedical services	8	constant
HVE Social and cultural	6	falling
Civil service, police, defense and education		
HVE Teacher training	21	constant
IVE Police, fire and defense	6	falling
Lower General Secondary Education	5	-

Source: CBS/ROA

Table 1.12

Sensitivity to the state of the business cycle per economic sector

Economic sector	sensitivity to business cycle	qualitative charact.
Agriculture and fisheries	0.33	very low
Food and beverage industry	0.68	average
Other industry	0.95	average
Chemicals	1.03	high
Metal and electrical industries	1.39	high
Energy	1.13	high
Construction	1.74	very high
Commerce	0.48	average
Transport, storage and communication	0.72	average
Other commercial services	0.46	low
Financial services	0.59	average
Non-commercial services	0.41	low
Civil service, police, defense and education	0.47	low

Source: ROA

Table 1.13

Expected expansion demand per economic sector, 1995-2000

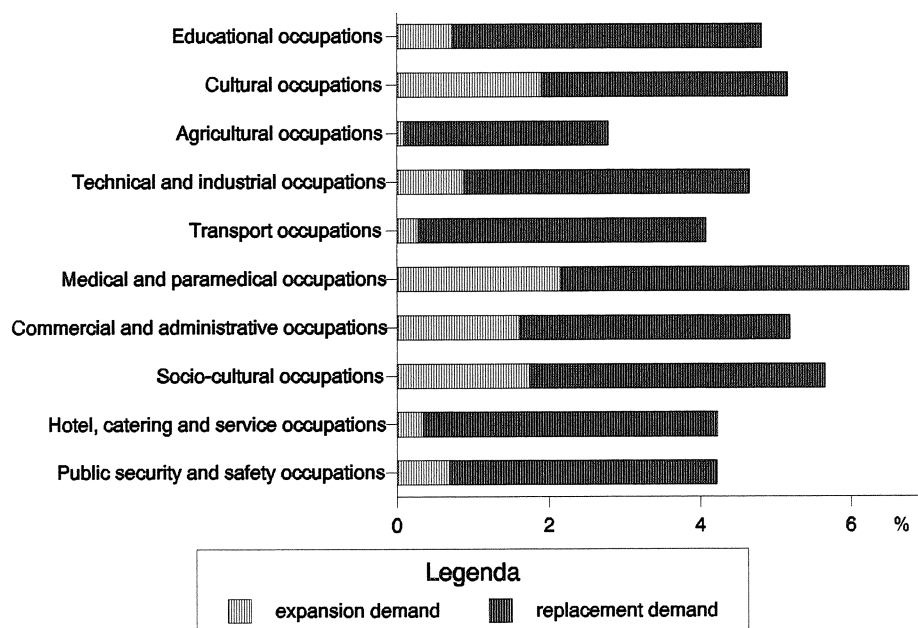
Economic sector	number	total %	average annual %	qualitative charact.
Agriculture and fisheries	-38,300	-14	-2.9	very low
Food and beverage industry	-4,900	-3	-0.6	low
Other industry	-3,000	-1	-0.3	average
Chemicals	11,400	10	1.8	high
Metal and electrical industries	9,000	2	0.5	average
Energy	1,300	2	0.4	average
Construction	13,000	3	0.6	average
Commerce	92,200	10	1.8	high
Transport, storage and communication	12,800	4	0.7	average
Other commercial services	102,400	10	1.9	high
Financial services	-5,600	-3	-0.6	low
Non-commercial services	87,700	10	2.0	high
Civil service, police, defense and education	-35,100	-5	-0.9	low

Source: ROA

2 INFORMATION ON OCCUPATIONS

Figure 2.1

Expected job openings, broken down into expansion and replacement demand per occupational sector, 1995-2000 (average annual percentage)



Source: ROA

Table 2.1
Number of workers per occupational class, average 1993-1994

Occupational class	number of workers	trend 1990-'94
Educational occupations		
Primary and special education teachers	98,500	constant
Secondary and tertiary education teachers	159,500	constant
School principals and other higher educational professions	52,000	rising
Trainers, sports officials and sports professionals	11,500	rising
Cultural occupations		
Translators and other literary professions	6,500	rising
Pastoral vocations	7,000	constant
Photographers and designers	34,500	rising
Visual and performing artists	32,500	constant
Agricultural occupations		
Agricultural workers	117,500	falling
Farmers	124,500	falling
Agricultural and environmental engineers	5,500	rising strongly
Technical and industrial occupations		
Forklift drivers	25,000	rising
Construction machine operators	31,500	constant
Managers and supervisors in manufacturing	325,000	constant
Technical and medical representatives	20,000	rising strongly
Technical draughtsmen	30,000	falling
Technical analysts and laboratory assistants	27,000	falling
Scientific researchers, technicians and statisticians	55,000	-
Food and beverage processors	40,000	falling
Bakers and bakery personnel	20,500	falling
Textile production workers	8,000	falling
Upholsterers, shoemakers and leatherworkers	19,000	constant
Clothing production workers and sailmakers	16,500	falling
Wood, paper and cardboard product workers	10,500	falling
Carpenters and woodworkers	123,000	constant
Printing industry production workers	46,000	falling
Chemical process workers	25,500	constant
Smelter workers and drilling hands	12,000	falling
Metal-processing machine operators	33,500	falling
Welders and engineering workers	58,000	constant
Lathe operators and metal workers	66,500	falling
Machinery mechanics and instrument makers	65,500	constant
Automobile mechanics	42,500	constant
Intermediate mechanical engineers	12,000	constant
Higher mechanical engineers	12,500	falling
Electrical product assembly workers and quality controllers	25,500	constant
Electricity and gas supply workers	3,000	falling
Electricians and telecommunication servicemen	98,000	constant
Intermediate electrical engineers	4,500	constant
Higher electrical engineers	19,000	constant
Ceramic and glass industry production workers	36,500	falling
Bricklayers and plasterers	44,500	constant
Glaziers and concreting hands	23,500	constant
Painters	30,500	constant
Plumbers	40,500	falling
Road construction workers and pipelayers	63,000	falling
Construction supervisors	27,000	rising
Architects and construction engineers	36,500	rising

Table 2.1 (continued)
Number of workers per occupational class, average 1993-1994

Occupational class	number of workers	trend 1990-'94
Transport occupations		
Freight handlers and packers	120,500	constant
Fishermen and gamekeepers	3,000	falling
Sailors, deckhands and engine-room workers	5,500	constant
Ship's officers and marine inspectors	9,000	rising
Drivers and conductors	176,000	rising
Pilots and transport and freight supervisors	21,000	falling strongly
Medical and paramedical occupations		
Nursing staff	107,000	falling
Student nurses and home nursing personnel	123,000	rising
Doctors', dentists' and veterinary assistants	21,500	constant
Pharmacy assistants and opticians	17,500	rising
Paramedics and related functions	27,000	rising
Physiotherapists and occupational therapists	31,000	falling
Medical and biological laboratory analysts	27,000	constant
Physicians, medical specialists and pharmacists	40,500	rising
Veterinary surgeons	3,000	constant
Dentists and dental specialists	5,000	constant
Commercial and administrative occupations		
Senior finance and sales managers	93,500	constant
Mail clerks and postal workers	37,500	falling
Datatypes and computer operators	12,000	falling
Administrative supervisors	27,000	falling strongly
Secretaries and typists	138,000	constant
Library and archive assistants	19,500	constant
Book-keepers and bank employees	351,500	constant
Purchasing and sales clerks	358,000	rising
Telephonists, receptionists and pollsters	77,000	constant
Programmers and system analysts	124,500	constant
Accountants and economists	62,500	rising
Sales assistants	268,500	-
Shopkeepers, retail and wholesale staff	162,500	rising
Commercial representatives, buyers and branch managers	134,500	constant
Civil servants (public administration)	26,500	constant
Legal professionals	30,000	constant
Socio-cultural occupations		
Journalists and announcers	34,000	constant
Librarians and archivists	17,000	rising
Personnel officers and vocational advisors	32,500	rising
Community workers and probation officers	68,000	rising
Social scientists	22,500	constant
Public relations specialists	12,000	falling
Hotel, catering and service occupations		
Cooks, waiters and kitchen workers	129,500	constant
Hotel and catering owners and supervisors	60,500	constant
Porters, cleaners and domestics	149,000	constant
Geriatric help and kindergarten staff	120,500	constant
Hairdressers and beauticians	34,500	-

Table 2.1 (continued)
Number of workers per occupational class, average 1993-1994

Occupational class	number of workers	trend 1990-'94
Public security and safety occupations		
Police, fire and security officers	62,000	constant
Military professionals	35,000	constant

Source: CBS/ROA

Table 2.2
Percentage of women per occupational class, average 1993-1994

Occupational class	%	qualitative charact.	trend 1990-'94
Educational occupations			
Primary and special education teachers	73	high	rising
Secondary and tertiary education teachers	34	average	-
School principals and other higher educational professions	33	average	rising
Trainers, sports officials and sports professionals	41	average	-
Cultural occupations			
Translators and other literary professions	53	high	-
Pastoral vocations	.	very low	-
Photographers and designers	33	average	falling
Visual and performing artists	39	average	falling
Agricultural occupations			
Agricultural workers	27	average	falling
Farmers	13	low	rising strongly
Agricultural and environmental engineers	.	low	-
Technical and industrial occupations			
Forklift drivers	.	very low	-
Construction machine operators	.	very low	-
Managers and supervisors in manufacturing	11	low	rising strongly
Technical and medical representatives	.	low	-
Technical draughtsmen	.	very low	-
Technical analysts and laboratory assistants	31	average	rising
Scientific researchers, technicians and statisticians	12	low	-
Food and beverage processors	14	low	falling
Bakers and bakery personnel	14	low	-
Textile production workers	.	low	-
Upholsterers, shoemakers and leatherworkers	26	average	-
Clothing production workers and sailmakers	79	very high	constant
Wood, paper and cardboard product workers	.	very low	-
Carpenters and woodworkers	.	very low	-
Printing industry production workers	21	low	-
Chemical process workers	.	very low	-
Smelter workers and drilling hands	.	-	-
Metal-processing machine operators	.	very low	-
Welders and engineering workers	.	very low	-
Lathe operators and metal workers	.	very low	-
Machinery mechanics and instrument makers	.	very low	-
Automobile mechanics	.	very low	-
Intermediate mechanical engineers	.	very low	-
Higher mechanical engineers	.	-	-
Electrical product assembly workers and quality controllers	30	average	-
Electricity and gas supply workers	.	very low	-
Electricians and telecommunication servicemen	3	very low	falling
Intermediate electrical engineers	.	very low	-
Higher electrical engineers	.	very low	-
Ceramic and glass industry production workers	10	very low	-
Bricklayers and plasterers	.	very low	-
Glaziers and concreting hands	.	very low	-
Painters	.	very low	-
Plumbers	.	very low	-
Road construction workers and pipelayers	4	very low	-
Construction supervisors	.	very low	-
Architects and construction engineers	.	very low	-

Table 2.2 (continued)
Percentage of women per occupational class, average 1993-1994

Occupational class	%	qualitative charact.	trend 1990-'94
Transport occupations			
Freight handlers and packers	27	average	constant
Fishermen and gamekeepers	.	very low	-
Sailors, deckhands and engine-room workers	.	very low	-
Ship's officers and marine inspectors	.	very low	-
Drivers and conductors	6	very low	rising
Pilots and transport and freight supervisors	.	very low	-
Medical and paramedical occupations			
Nursing staff	79	very high	constant
Student nurses and home nursing personnel	87	very high	constant
Doctors', dentists' and veterinary assistants	99	very high	-
Pharmacy assistants and opticians	84	very high	-
Paramedics and related functions	72	high	-
Physiotherapists and occupational therapists	62	high	constant
Medical and biological laboratory analysts	70	high	-
Physicians, medical specialists and pharmacists	37	average	rising
Vetinary surgeons	.	low	-
Dentists and dental specialists	.	low	-
Commercial and administrative occupations			
Senior finance and sales managers	17	low	-
Mail clerks and postal workers	23	low	-
Datatypes and computer operators	57	high	-
Administrative supervisors	40	average	rising strongly
Secretaries and typists	98	very high	constant
Library and archive assistants	63	high	-
Book-keepers and bank employees	56	high	constant
Purchasing and sales clerks	52	high	-
Telephonists, receptionists and pollsters	76	very high	constant
Programmers and system analysts	12	low	-
Accountants and economists	19	low	-
Sales assistants	63	high	-
Shopkeepers, retail and wholesale staff	26	average	rising
Commercial representatives, buyers and branch managers	23	low	rising
Civil servants (public administration)	21	low	rising
Legal professionals	38	average	rising
Socio-cultural occupations			
Journalists and announcers	43	average	-
Librarians and archivists	63	high	rising
Personnel officers and vocational advisors	54	high	rising
Community workers and probation officers	67	high	rising
Social scientists	52	high	-
Public relations specialists	25	low	falling
Hotel, catering and service occupations			
Cooks, waiters and kitchen workers	55	high	-
Hotel and catering owners and supervisors	39	average	constant
Porters, cleaners and domestics	68	high	-
Geriatric help and kindergarten staff	97	very high	-
Hairdressers and beauticians	83	very high	-

Table 2.2 (continued)
Percentage of women per occupational class, average 1993-1994

Occupational class	%	qualitative character.	trend 1990-'94
Public security and safety occupations			
Police, fire and security officers	11	low	rising
Military professionals	.	very low	-

Source: CBS/ROA

Table 2.3
Percentage of young people (15-29 years) and older people (50-64) per occupational class, average 1993-1994

Occupational class	%	young people qualitative charact.	trend 1990-94	%	older people qualitative charact.	trend 1990-94
Educational occupations						
Primary and special education teachers	17	low	-	13	average	rising strongly
Secondary and tertiary education teachers	8	very low	-	24	high	rising
School principals and other higher educational professions	6	very low	falling strongly	25	very high	rising
Trainers, sports officials and sports professionals	40	high	-	.	average	-
Cultural occupations						
Translators and other literary professions	.	-	-	.	-	-
Pastoral vocations	.	-	-	46	very high	rising
Photographers and designers	34	average	-	10	low	-
Visual and performing artists	14	very low	-	14	average	falling
Agricultural occupations						
Agricultural workers	41	high	-	15	average	falling
Farmers	14	very low	-	37	very high	-
Agricultural and environmental engineers	.	-	-	.	-	-
Technical and industrial occupations						
Forklift drivers	37	high	constant	11	low	-
Construction machine operators	26	average	-	18	average	-
Managers and supervisors in manufacturing	10	very low	falling	24	high	constant
Technical and medical representatives	31	average	-	19	average	rising strongly
Technical draughtsmen	34	average	falling	11	low	-
Technical analysts and laboratory assistants	36	average	falling	12	average	falling
Scientific researchers, technicians and statisticians	25	average	-	15	average	-
Food and beverage processors	44	high	constant	9	low	falling
Bakers and bakery personnel	44	high	-	.	low	-
Textile production workers	34	average	falling	.	average	-
Upholsterers, shoemakers and leatherworkers	35	average	-	15	average	falling
Clothing production workers and sailmakers	36	average	constant	16	average	rising
Wood, paper and cardboard product workers	37	high	falling	.	low	-

Table 2.3 (continued)
Percentage of young people (15-29 years) and older people (50-64) per occupational class, average 1993-1994

Occupational class	%	young people qualitative charact.	trend 1990-'94	%	older people qualitative charact.	trend 1990-'94
Carpenters and woodworkers	31	average	-	13	average	-
Printing industry production workers	37	high	constant	11	low	-
Chemical process workers	26	average	falling	17	average	rising strongly
Smelter workers and drilling hands	32	average	falling		average	-
Metal-processing machine operators	38	high	falling	11	low	-
Welders and engineering workers	35	average	falling	13	average	rising strongly
Lathe operators and metal workers	37	high	constant	13	average	-
Machinery mechanics and instrument makers	27	average	falling	16	average	rising
Automobile mechanics	45	high	-	10	low	-
Intermediate mechanical engineers	27	average	-		average	-
Higher mechanical engineers	24	average	rising		average	-
Electrical product assembly workers and quality controllers	35	average	falling	15	average	rising strongly
Electricity and gas supply workers		-	-		-	-
Electricians and telecommunication servicemen	38	high	falling	9	low	rising
Intermediate electrical engineers		-	-		-	-
Higher electrical engineers	26	average	constant	16	average	-
Ceramic and glass industry production workers	40	high	falling	11	low	-
Bricklayers and plasterers	34	average	-	13	average	-
Glaziers and concreting hands	41	high	-		low	-
Painters	30	average	falling	14	average	-
Plumbers	33	average	falling	15	average	-
Road construction workers and pipelayers	33	average	-	17	average	-
Construction supervisors	27	average	-	18	average	-
Architects and construction engineers	12	very low	-	24	high	rising
Transport occupations						
Freight handlers and packers	40	high	falling	13	average	rising
Fishermen and gamekeepers		-	-		-	-
Sailors, deckhands and engine-room workers		very high	-		-	-
Ship's officers and marine inspectors		average	-	32	very high	-
Drivers and conductors	27	average	-	15	average	constant
Pilots and transport and freight supervisors	16	low	-	17	average	falling

Table 2.3 (continued)
Percentage of young people (15-29 years) and older people (50-64) per occupational class, average 1993-1994

Occupational class	%	young people qualitative charact.	trend 1990-94	%	older people qualitative charact.	trend 1990-94
Medical and paramedical occupations						
Nursing staff	26	average	falling strongly	8	low	-
Student nurses and home nursing personnel	46	very high	falling	3	very low	rising
Doctors', dentists' and veterinary assistants	51	very high	falling	.	very low	-
Pharmacy assistants and opticians	51	very high	-	.	low	-
Paramedics and related functions	26	average	falling	12	average	falling
Physiotherapists and occupational therapists	21	low	falling strongly	9	low	rising
Medical and biological laboratory analysts	36	average	falling	.	low	-
Physicians, medical specialists and pharmacists	10	very low	falling	16	average	rising strongly
Vetinary surgeons	.	-	-	.	-	-
Dentists and dental specialists	.	-	-	.	-	-
Commercial and administrative occupations						
Senior finance and sales managers	10	very low	-	19	average	-
Mail clerks and postal workers	21	low	falling strongly	16	average	-
Datatypes and computer operators	34	average	falling strongly	.	low	-
Administrative supervisors	14	very low	falling	14	average	falling
Secretaries and typists	39	high	falling	8	low	rising
Library and archive assistants	24	average	falling strongly	17	average	rising strongly
Book-keepers and bank employees	37	high	falling	11	low	rising
Purchasing and sales clerks	34	average	falling	11	low	-
Telephonists, receptionists and pollsters	35	average	falling	12	average	rising
Programmers and system analysts	24	average	falling strongly	5	very low	rising
Accountants and economists	26	average	-	16	average	-
Sales assistants	52	very high	constant	11	low	rising
Shopkeepers, retail and wholesale staff	17	low	rising	26	very high	-
Commercial representatives, buyers and branch managers	29	average	constant	16	average	-
Civil servants (public administration)	.	very low	-	31	very high	rising strongly
Legal professionals	17	low	-	12	average	rising

Table 2.3 (continued)
Percentage of young people (15-29 years) and older people (50-64) per occupational class, average 1993-1994

Occupational class	%	young people qualitative charact.	trend 1990-'94	%	older people qualitative charact.	trend 1990-'94
Socio-cultural occupations						
Journalists and announcers	19	low	falling	13	average	-
Librarians and archivists	18	low	-	15	average	-
Personnel officers and vocational advisors	31	average	rising	11	low	-
Community workers and probation officers	16	low	rising	13	average	rising strongly
Social scientists	18	low	-	13	average	rising strongly
Public relations specialists	29	average	-	.	average	-
Hotel, catering and service occupations						
Cooks, waiters and kitchen workers	47	very high	constant	9	low	-
Hotel and catering owners and supervisors	20	low	constant	15	average	falling
Porters, cleaners and domestics	24	average	falling	20	high	-
Geriatric help and kindergarten staff	34	average	falling	12	average	rising
Hairdressers and beauticians	60	very high	-	.	low	-
Public security and safety occupations						
Police, fire and security officers	24	average	-	11	low	-
Military professionals	36	average	-	.	low	-

Source: CBS/ROA

Table 2.4
Percentage of members of ethnic minorities* per occupational class, average 1993-1994

Occupational class	%	qualitative charact.	trend 1992-'94
Educational occupations			
Primary and special education teachers	3	average	-
Secondary and tertiary education teachers	2	low	-
School principals and other higher educational professions	.	very low	rising strongly
Trainers, sports officials and sports professionals	.	low	-
Cultural occupations			
Translators and other literary professions	.	low	-
Pastoral vocations	.	very low	-
Photographers and designers	.	average	rising strongly
Visual and performing artists	.	average	rising strongly
Agricultural occupations			
Agricultural workers	3	average	-
Farmers	.	very low	-
Agricultural and environmental engineers	.	very low	-
Technical and industrial occupations			
Forklift drivers	.	very high	rising strongly
Construction machine operators	.	very low	falling strongly
Managers and supervisors in manufacturing	1	very low	rising strongly
Technical and medical representatives	.	very low	-
Technical draughtsmen	.	low	falling strongly
Technical analysts and laboratory assistants	.	low	rising strongly
Scientific researchers, technicians and statisticians	.	very low	rising strongly
Food and beverage processors	11	very high	falling strongly
Bakers and bakery personnel	.	average	-
Textile production workers	.	very high	-
Upholsterers, shoemakers and leatherworkers	.	average	-
Clothing production workers and sailmakers	.	very high	rising strongly
Wood, paper and cardboard product workers	.	high	-
Carpenters and woodworkers	3	average	-
Printing industry production workers	.	average	-
Chemical process workers	.	high	rising strongly
Smelter workers and drilling hands	.	very high	rising strongly
Metal-processing machine operators	10	very high	falling strongly
Welders and engineering workers	11	very high	-
Lathe operators and metal workers	5	average	rising strongly
Machinery mechanics and instrument makers	4	average	-
Automobile mechanics	.	average	rising strongly
Intermediate mechanical engineers	.	very low	-
Higher mechanical engineers	.	low	rising strongly
Electrical product assembly workers and quality controllers	10	very high	falling
Electricity and gas supply workers	.	average	-
Electricians and telecommunication servicemen	3	average	-
Intermediate electrical engineers	.	average	-
Higher electrical engineers	.	very low	-
Ceramic and glass industry production workers	11	very high	rising strongly
Bricklayers and plasterers	.	very low	-
Glaziers and concreting hands	.	average	rising strongly
Painters	.	low	rising strongly
Plumbers	.	average	rising strongly
Road construction workers and pipelayers	4	average	falling strongly
Construction supervisors	.	average	-
Architects and construction engineers	.	very low	rising strongly

Table 2.4 (continued)

Percentage of members of ethnic minorities per occupational class, average 1993-1994

Occupational class	%	qualitative charact.	trend 1992-'94
Transport occupations			
Freight handlers and packers	11	very high	-
Fishermen and gamekeepers	.	very low	-
Sailors, deckhands and engine-room workers	.	very low	-
Ship's officers and marine inspectors	.	very low	-
Drivers and conductors	2	low	rising strongly
Pilots and transport and freight supervisors	.	average	-
Medical and paramedical occupations			
Nursing staff	.	low	-
Student nurses and home nursing personnel	3	average	rising strongly
Doctors', dentists' and veterinary assistants	.	low	-
Pharmacy assistants and opticians	.	low	-
Paramedics and related functions	.	low	-
Physiotherapists and occupational therapists	.	very low	-
Medical and biological laboratory analysts	.	average	-
Physicians, medical specialists and pharmacists	.	very low	-
Veterinary surgeons	.	very low	-
Dentists and dental specialists	.	average	-
Commercial and administrative occupations			
Senior finance and sales managers	.	low	falling strongly
Mail clerks and postal workers	.	average	-
Datatypes and computer operators	.	average	-
Administrative supervisors	.	low	-
Secretaries and typists	2	low	-
Library and archive assistants	.	average	rising strongly
Book-keepers and bank employees	3	average	-
Purchasing and sales clerks	4	average	-
Telephonists, receptionists and pollsters	.	low	-
Programmers and system analysts	.	very low	rising strongly
Accountants and economists	.	low	-
Sales assistants	2	low	rising strongly
Shopkeepers, retail and wholesale staff	.	very low	-
Commercial representatives, buyers and branch managers	.	very low	-
Civil servants (public administration)	.	very low	rising strongly
Legal professionals	.	very low	falling strongly
Socio-cultural occupations			
Journalists and announcers	.	very low	-
Librarians and archivists	.	very low	-
Personnel officers and vocational advisors	.	very low	rising strongly
Community workers and probation officers	.	average	falling strongly
Social scientists	.	low	-
Public relations specialists	.	low	rising strongly
Hotel, catering and service occupations			
Cooks, waiters and kitchen workers	4	average	rising strongly
Hotel and catering owners and supervisors	.	average	-
Porters, cleaners and domestics	9	very high	-
Geriatric help and kindergarten staff	4	average	-
Hairdressers and beauticians	.	low	falling

Table 2.4 (continued)

Percentage of members of ethnic minorities per occupational class, average 1993-1994

Occupational class	%	qualitative charact.	trend 1992-'94
Public security and safety occupations			
Police, fire and security officers	5	average	-
Military professionals	.	very low	-

Source: CBS/ROA

* The percentage relates to the members of those ethnic minorities which fall under the 'Promotion of Balanced Employment Participation by Members of Ethnic Minorities Act' (*Wet Bevordering Evenredige Arbeidsdeelname Allochtonen*, WBEAA): i.e., those from Aruba, the Dutch Antilles, Ethiopia, Iraq, Iran, the former Yugoslavia, Morocco, Somalia, Surinam, Turkey and Vietnam.

Table 2.5
Percentage of workers by educational level per occupational class, average 1993-1994

Occupational class	Primary Education %	LGSE %	PVE %	HGSE %	IVE %	HVE %	UE %	qualitative charact. educational level
Educational occupations								
Primary and special education teachers	.	.	.	.	7	90	.	high
Secondary and tertiary education teachers	.	.	.	.	6	53	39	very high
School principals and other higher educational professionals	.	.	.	.	9	60	27	high
Trainers, sports officials and sports professionals	.	.	.	.	47	.	.	very low
Cultural occupations								
Translators and other literary professions	0	.	.	.	.	.	52	low
Pastoral vocations	.	.	.	.	.	36	58	very high
Photographers and designers	.	.	.	.	43	33	.	average
Visual and performing artists	.	.	.	8	13	59	.	high
Agricultural occupations								
Agricultural workers	19	7	32	.	38	.	.	low
Farmers	8	3	32	.	53	4	.	average
Agricultural and environmental engineers	.	.	.	.	.	.	.	.
Technical and industrial occupations								
Forklift drivers	36	.	37	.	17	.	.	very low
Construction machine operators	24	.	31	.	36	.	.	low
Managers and supervisors in manufacturing	4	3	9	3	44	23	11	high
Technical and medical representatives	.	.	.	.	52	23	.	low
Technical draughtsmen	.	.	.	.	69	18	.	average
Technical analysts and laboratory assistants	.	.	.	.	45	40	.	average
Scientific researchers, technicians and statisticians	.	.	.	.	18	31	49	very high
Food and beverage processors	27	9	28	.	33	.	.	low
Bakers and bakery personnel	.	.	27	.	57	.	.	low
Textile production workers	35	.	.	.	.	.	.	very low
Upholsterers, shoemakers and leatherworkers	21	.	34	.	34	.	.	low
Clothing production workers and salimakers	24	.	31	.	34	.	.	low
Wood, paper and cardboard product workers	27	.	34	.	27	.	.	very low

Table 2.5 (continued)
Percentage of workers by educational level per occupational class, average 1993-1994

Occupational class	Primary Education	LGSE	PVE	HGSE	IVE	HVE	UE	qualitative charact. educational level
	%	%	%	%	%	%	%	
Carpenters and woodworkers	12	3	39	.	43	.	.	low
Printing industry production workers	10	8	24	.	51	.	.	low
Chemical process workers	14	.	20	.	51	.	.	low
Smelter workers and drilling hands	25	.	38	.	26	.	.	low
Metal-processing machine operators	20	.	36	.	34	.	.	low
Welders and engineering workers	12	.	47	.	37	.	.	low
Lathe operators and metal workers	10	.	31	.	53	.	.	low
Machinery mechanics and instrument makers	6	.	26	.	63	.	.	average
Automobile mechanics	7	.	33	.	56	.	.	average
Intermediate mechanical engineers	.	.	.	.	54	27	.	average
Higher mechanical engineers	.	.	.	.	40	38	.	average
Electrical product assembly workers and quality controllers	25	11	26	.	33	.	.	low
Electricity and gas supply workers	.	.	.	.	.	.	.	.
Electricians and telecommunication servicemen	4	3	23	.	62	5	.	average
Intermediate electrical engineers	.	.	.	.	60	.	.	very low
Higher electrical engineers	.	.	.	.	35	47	17	high
Ceramic and glass industry production workers	29	8	34	.	25	.	.	low
Bricklayers and plasterers	23	.	43	.	28	.	.	low
Glaziers and concreting hands	27	.	43	.	21	.	.	low
Painters	18	.	29	.	50	.	.	low
Plumbers	12	.	35	.	49	.	.	low
Road construction workers and pipelayers	38	7	34	.	19	.	.	low
Construction supervisors	.	.	.	.	64	23	.	average
Architects and construction engineers	.	.	.	.	25	39	32	high
Transport occupations								
Freight handlers and packers	31	13	31	3	21	.	.	low
Fishermen and gamekeepers	.	.	.	.	.	.	.	.
Sailors, deckhands and engine-room workers	.	.	.	.	.	.	.	very low
Ship's officers and marine inspectors	.	.	.	.	47	29	.	low
Drivers and conductors	22	8	37	2	30	.	.	low
Pilots and transport and freight supervisors	13	.	16	.	32	24	.	low

Table 2.5 (continued)
Percentage of workers by educational level per occupational class, average 1993-1994

Occupational class	Primary Education %	LGSE %	PVE %	HGSE %	IVE %	HVE %	UE %	qualitative educational level
Medical and paramedical occupations								
Nursing staff	.	.	.	.	65	32	.	high
Student nurses and home nursing personnel	2	5	4	4	73	10	.	average
Doctors' dentists' and veterinary assistants	.	.	.	.	69	.	.	low
Pharmacy assistants and opticians	.	.	.	.	86	.	.	average
Paramedics and related functions	.	.	.	.	31	53	.	average
Physiotherapists and occupational therapists	.	.	.	.	12	81	.	high
Medical and biological laboratory analysts	.	.	.	.	26	63	.	high
Physicians, medical specialists and pharmacists	.	.	.	.	.	.	94	very high
Vetinary surgeons	.	.	.	.	.	.	98	very high
Dentists and dental specialists	.	.	.	.	.	.	98	very high
Commercial and administrative occupations								
Senior finance and sales managers	.	4	3	6	31	38	18	high
Mail clerks and postal workers	22	12	34	.	25	.	.	low
Datatypes and computer operators	.	.	.	.	33	.	.	very low
Administrative supervisors	.	9	.	.	43	24	.	low
Secretaries and typists	.	12	4	12	45	23	3	high
Library and archive assistants	.	15	.	.	34	23	.	low
Book-keepers and bank employees	3	14	11	11	48	11	3	average
Purchasing and sales clerks	5	13	10	11	43	12	6	average
Telephonists, receptionists and pollsters	4	15	11	9	46	12	.	average
Programmers and system analysts	.	4	2	11	25	40	16	high
Accountants and economists	.	.	.	7	19	36	35	high
Sales assistants	10	14	24	6	38	6	.	average
Shopkeepers, retail and wholesale staff	7	8	11	6	54	12	2	average
Commercial representatives, buyers and branch managers	4	9	8	7	51	17	4	average
Civil servants (public administration)	.	.	.	.	18	38	38	high
Legal professionals	.	.	.	.	.	8	80	very high

Table 2.5 (continued)
Percentage of workers by educational level per occupational class, average 1993-1994

Occupational class	Primary Education %	LGSE %	PVE %	HGSE %	IVE %	HVE %	UE %	qualitative charact. educational level
Socio-cultural occupations								
Journalists and announcers	.	.	.	15	16	39	23	high
Librarians and archivists	.	.	.	.	15	55	20	high
Personnel officers and vocational advisors	.	.	.	.	22	54	14	high
Community workers and probation officers	.	.	.	.	27	52	14	high
Social scientists	.	.	.	.	.	18	72	very high
Public relations specialists	.	.	.	.	.	.	54	high
Hotel, catering and service occupations								
Cooks, waiters and kitchen workers	16	11	27	9	34	2	.	low
Hotel and catering owners and supervisors	12	6	16	5	47	13	.	average
Porters, cleaners and domestics	32	9	30	3	21	3	.	low
Geriatric help and kindergarten staff	10	7	15	3	58	7	.	average
Hairdressers and beauticians	.	.	.	.	83	.	.	average
Public security and safety occupations								
Police, fire and security officers	.	5	18	.	64	4	.	average
Military professionals	.	10	12	.	52	14	.	average

Source: CBS/ROA

Table 2.6
Part-time work per occupational class, average 1993-1994

Occupational class	%	qualitative charact.	trend 1992-'94
Educational occupations			
Primary and special education teachers	38	high	rising strongly
Secondary and tertiary education teachers	33	average	-
School principals and other higher educational professions	19	average	rising
Trainers, sports officials and sports professionals	43	high	rising strongly
Cultural occupations			
Translators and other literary professions	44	high	-
Pastoral vocations	.	average	-
Photographers and designers	18	average	falling
Visual and performing artists	34	average	-
Agricultural occupations			
Agricultural workers	23	average	falling
Farmers	12	low	rising strongly
Agricultural and environmental engineers	.	low	-
Technical and industrial occupations			
Forklift drivers	.	low	-
Construction machine operators	.	very low	-
Managers and supervisors in manufacturing	6	low	rising strongly
Technical and medical representatives	.	very low	-
Technical draughtsmen	.	very low	-
Technical analysts and laboratory assistants	16	average	rising strongly
Scientific researchers, technicians and statisticians	7	low	-
Food and beverage processors	9	low	rising strongly
Bakers and bakery personnel	13	low	-
Textile production workers	.	low	-
Upholsterers, shoemakers and leatherworkers	16	average	falling strongly
Clothing production workers and sailmakers	42	high	-
Wood, paper and cardboard product workers	.	low	-
Carpenters and woodworkers	8	low	rising strongly
Printing industry production workers	11	low	falling
Chemical process workers	.	low	-
Smelter workers and drilling hands	.	very low	-
Metal-processing machine operators	.	very low	-
Welders and engineering workers	.	very low	-
Lathe operators and metal workers	4	very low	-
Machinery mechanics and instrument makers	5	very low	rising
Automobile mechanics	10	low	-
Intermediate mechanical engineers	.	very low	-
Higher mechanical engineers	.	very low	-
Electrical product assembly workers and quality controllers	18	average	-
Electricity and gas supply workers	.	very low	-
Electricians and telecommunication servicemen	7	low	rising
Intermediate electrical engineers	.	very low	-
Higher electrical engineers	.	very low	-
Ceramic and glass industry production workers	9	low	rising strongly
Bricklayers and plasterers	5	very low	rising strongly
Glaziers and concreting hands	.	very low	-
Painters	.	very low	-
Plumbers	.	very low	-
Road construction workers and pipelayers	7	low	-
Construction supervisors	.	very low	-
Architects and construction engineers	10	low	rising strongly

Table 2.6 (continued)
Part-time work per occupational class, average 1993-1994

Occupational class	%	qualitative charact.	trend 1992-'94
Transport occupations			
Freight handlers and packers	19	average	-
Fishermen and gamekeepers	.	very low	-
Sailors, deckhands and engine-room workers	.	very low	falling strongly
Ship's officers and marine inspectors	.	very low	-
Drivers and conductors	10	low	constant
Pilots and transport and freight supervisors	.	low	-
Medical and paramedical occupations			
Nursing staff	54	very high	rising
Student nurses and home nursing personnel	53	very high	rising
Doctors', dentists' and veterinary assistants	63	very high	rising
Pharmacy assistants and opticians	42	high	rising strongly
Paramedics and related functions	48	high	rising
Physiotherapists and occupational therapists	47	high	falling
Medical and biological laboratory analysts	37	high	constant
Physicians, medical specialists and pharmacists	21	average	-
Veterinary surgeons	.	average	-
Dentists and dental specialists	.	low	-
Commercial and administrative occupations			
Senior finance and sales managers	7	low	rising strongly
Mail clerks and postal workers	25	average	-
Datatypes and computer operators	37	high	falling
Administrative supervisors	11	low	rising strongly
Secretaries and typists	42	high	constant
Library and archive assistants	48	high	-
Book-keepers and bank employees	30	average	rising
Purchasing and sales clerks	26	average	constant
Telephonists, receptionists and pollsters	46	high	-
Programmers and system analysts	6	low	-
Accountants and economists	10	low	-
Sales assistants	44	high	rising
Shopkeepers, retail and wholesale staff	11	low	rising strongly
Commercial representatives, buyers and branch managers	9	low	rising strongly
Civil servants (public administration)	12	low	falling
Legal professionals	16	average	rising strongly
Socio-cultural occupations			
Journalists and announcers	26	average	rising
Librarians and archivists	42	high	-
Personnel officers and vocational advisors	22	average	-
Community workers and probation officers	57	very high	rising
Social scientists	47	high	rising
Public relations specialists	.	average	-
Hotel, catering and service occupations			
Cooks, waiters and kitchen workers	50	high	rising
Hotel and catering owners and supervisors	14	low	-
Porters, cleaners and domestics	59	very high	constant
Geriatric help and kindergarten staff	78	very high	-
Hairdressers and beauticians	49	high	constant

Table 2.6 (continued)

Part-time work per occupational class, average 1993-1994

Occupational class	%	qualitative character.	trend 1992-'94
Public security and safety occupations			
Police, fire and security officers	7	low	-
Military professionals	.	very low	-

Source: CBS/ROA

Table 2.7
Self-employment* per occupational class, average 1993-1994

Occupational class	%	qualitative charact.	trend 1992-'94
Educational occupations			
Primary and special education teachers	.	very low	-
Secondary and tertiary education teachers	3	very low	rising strongly
School principals and other higher educational professions	.	very low	-
Trainers, sports officials and sports professionals	28	very high	rising strongly
Cultural occupations			
Translators and other literary professions	51	very high	rising
Pastoral vocations	.	very high	-
Photographers and designers	42	very high	rising
Visual and performing artists	60	very high	rising
Agricultural occupations			
Agricultural workers	24	high	falling strongly
Farmers	94	very high	constant
Agricultural and environmental engineers	.	-	-
Technical and industrial occupations			
Forklift drivers	.	very low	-
Construction machine operators	.	-	-
Managers and supervisors in manufacturing	22	high	rising strongly
Technical and medical representatives	.	very low	-
Technical draughtsmen	.	very low	-
Technical analysts and laboratory assistants	.	very low	-
Scientific researchers, technicians and statisticians	.	very low	-
Food and beverage processors	.	very low	-
Bakers and bakery personnel	17	high	-
Textile production workers	.	-	-
Upholsterers, shoemakers and leatherworkers	24	high	rising strongly
Clothing production workers and sailmakers	18	high	rising
Wood, paper and cardboard product workers	.	-	-
Carpenters and woodworkers	12	average	falling
Printing industry production workers	7	low	-
Chemical process workers	.	very low	-
Smelter workers and drilling hands	.	very low	-
Metal-processing machine operators	.	very low	-
Welders and engineering workers	4	very low	-
Lathe operators and metal workers	5	very low	rising strongly
Machinery mechanics and instrument makers	5	very low	-
Automobile mechanics	11	average	falling strongly
Intermediate mechanical engineers	.	very low	-
Higher mechanical engineers	.	very low	-
Electrical product assembly workers and quality controllers	.	-	-
Electricity and gas supply workers	.	very low	-
Electricians and telecommunication servicemen	5	very low	-
Intermediate electrical engineers	.	very low	-
Higher electrical engineers	.	very low	-
Ceramic and glass industry production workers	.	very low	-
Bricklayers and plasterers	12	average	rising strongly
Glaziers and concreting hands	.	low	-
Painters	11	average	-
Plumbers	8	low	rising strongly
Road construction workers and pipelayers	4	very low	falling strongly
Construction supervisors	.	very low	-
Architects and construction engineers	19	high	-

Table 2.7 (continued)
Self-employment per occupational class, average 1993-1994

Occupational class	%	qualitative charact.	trend 1992-'94
Transport occupations			
Freight handlers and packers	.	very low	-
Fishermen and gamekeepers	.	-	-
Sailors, deckhands and engine-room workers	.	-	-
Ship's officers and marine inspectors	.	-	-
Drivers and conductors	8	low	-
Pilots and transport and freight supervisors	.	very low	-
Medical and paramedical occupations			
Nursing staff	.	very low	-
Student nurses and home nursing personnel	.	very low	-
Doctors', dentists' and veterinary assistants	.	very low	-
Pharmacy assistants and opticians	.	-	-
Paramedics and related functions	25	very high	rising
Physiotherapists and occupational therapists	39	very high	rising
Medical and biological laboratory analysts	.	very low	-
Physicians, medical specialists and pharmacists	36	very high	-
Veterinary surgeons	.	very high	-
Dentists and dental specialists	91	very high	constant
Commercial and administrative occupations			
Senior finance and sales managers	.	very low	-
Mail clerks and postal workers	.	very low	-
Datatypes and computer operators	.	-	-
Administrative supervisors	.	very low	-
Secretaries and typists	2	very low	-
Library and archive assistants	.	very low	-
Book-keepers and bank employees	3	very low	-
Purchasing and sales clerks	2	very low	-
Telephonists, receptionists and pollsters	3	very low	-
Programmers and system analysts	4	very low	-
Accountants and economists	20	high	constant
Sales assistants	8	low	-
Shopkeepers, retail and wholesale staff	67	very high	constant
Commercial representatives, buyers and branch managers	10	average	falling strongly
Civil servants (public administration)	.	low	-
Legal professionals	22	high	rising
Socio-cultural occupations			
Journalists and announcers	18	high	-
Librarians and archivists	.	very low	-
Personnel officers and vocational advisors	.	-	-
Community workers and probation officers	.	very low	-
Social scientists	.	average	-
Public relations specialists	.	-	-
Hotel, catering and service occupations			
Cooks, waiters and kitchen workers	3	very low	falling strongly
Hotel and catering owners and supervisors	51	very high	-
Porters, cleaners and domestics	5	very low	rising strongly
Geriatric help and kindergarten staff	5	very low	-
Hairdressers and beauticians	41	very high	-

Table 2.7 (continued)

Self-employment per occupational class, average 1993-1994

Occupational class	%	qualitative charact.	trend 1992-'94
Public security and safety occupations			
Police, fire and security officers	.	very low	-
Military professionals	.	very low	-

Source: ROA/CBS

* Including people working in the business or practice of their spouse or parents, and freelancers etc.

Table 2.8
Most important economic sectors per occupational class, average 1993-1994

Occupational class	%	trend 1990-'94
Primary and special education teachers		
Civil service, police, defense and education	97	constant
Secondary and tertiary education teachers		
Civil service, police, defense and education	87	falling
School principals and other higher educational professions		
Civil service, police, defense and education	71	rising
Non-commercial services	12	-
Other commercial services	6	falling strongly
Trainers, sports officials and sports professionals		
Non-commercial services	76	-
Translators and other literary professions		
Other commercial services	50	falling
Pastoral vocations		
Non-commercial services	95	constant
Photographers and designers		
Other commercial services	43	-
Commerce	22	-
Non-commercial services	11	rising strongly
Other industry	8	falling strongly
Visual and performing artists		
Non-commercial services	81	constant
Agricultural workers		
Agriculture and fisheries	70	constant
Metal and electrical industries	11	rising strongly
Civil service, police, defense and education	8	falling
Farmers		
Agriculture and fisheries	93	constant
Forklift drivers		
Commerce	19	constant
Transport, storage and communication	16	-
Other industry	15	-
Metal and electrical industries	14	falling
Food and beverage industry	13	falling

Table 2.8 (continued)
Most important economic sectors per occupational class, average 1993-1994

Occupational class	%	trend 1990-'94
Construction machine operators		
Construction	40	-
Transport, storage and communication	12	-
Agriculture and fisheries	11	-
Managers and supervisors in manufacturing		
Other commercial services	17	-
Metal and electrical industries	16	constant
Construction	15	-
Other industry	7	-
Commerce	7	falling
Non-commercial services	7	falling
Transport, storage and communication	6	falling strongly
Technical and medical representatives		
Commerce	61	falling
Technical draughtsmen		
Other commercial services	37	constant
Metal and electrical industries	19	falling strongly
Civil service, police, defense and education	12	-
Construction	11	-
Technical analysts and laboratory assistants		
Chemicals	25	-
Civil service, police, defense and education	23	rising strongly
Other commercial services	11	falling
Non-commercial services	10	falling strongly
Food and beverage industry	10	-
Scientific researchers, technicians and statisticians		
Civil service, police, defense and education	22	-
Other commercial services	21	rising
Non-commercial services	17	-
Metal and electrical industries	11	-
Chemicals	10	-
Food and beverage processors		
Food and beverage industry	64	-
Commerce	32	-
Bakers and bakery personnel		
Food and beverage industry	91	-
Textile production workers		
Other industry	74	constant

Table 2.8 (continued)
Most important economic sectors per occupational class, average 1993-1994

Occupational class	%	trend 1990-'94
Upholsterers, shoemakers and leatherworkers		
Other industry	44	-
Commerce	34	-
Clothing production workers and sailmakers		
Other industry	54	falling
Commerce	18	rising strongly
Wood, paper and cardboard product workers		
Other industry	79	-
Carpenters and woodworkers		
Construction	56	constant
Other industry	19	-
Metal and electrical industries	7	-
Printing industry production workers		
Other industry	71	constant
Metal and electrical industries	12	rising
Chemical process workers		
Chemicals	61	-
Energy	11	rising strongly
Smelter workers and drilling hands		
Metal and electrical industries	79	constant
Metal-processing machine operators		
Metal and electrical industries	78	falling
Commerce	10	rising strongly
Welders and engineering workers		
Metal and electrical industries	77	constant
Construction	7	-
Lathe operators and metal workers		
Metal and electrical industries	59	constant
Commerce	14	rising
Other commercial services	9	-
Construction	7	rising

Table 2.8 (continued)
Most important economic sectors per occupational class, average 1993-1994

Occupational class	%	trend 1990-'94
Machinery mechanics and instrument makers		
Metal and electrical industries	26	falling
Commerce	19	rising
Other industry	9	-
Chemicals	9	-
Transport, storage and communication	9	rising
Food and beverage industry	8	falling strongly
Automobile mechanics		
Other commercial services	60	-
Commerce	18	-
Transport, storage and communication	7	-
Higher mechanical engineers		
Metal and electrical industries	49	rising
Other commercial services	23	-
Electrical product assembly workers and quality controllers		
Metal and electrical industries	59	-
Other industry	14	falling
Chemicals	10	rising strongly
Electricians and telecommunication servicemen		
Construction	28	constant
Metal and electrical industries	24	falling
Commerce	11	-
Transport, storage and communication	10	-
Other commercial services	6	-
Non-commercial services	6	rising
Higher electrical engineers		
Metal and electrical industries	42	-
Other commercial services	13	-
Ceramic and glass industry production workers		
Chemicals	25	-
Metal and electrical industries	24	-
Other industry	24	falling
Other commercial services	14	rising strongly
Commerce	7	rising
Bricklayers and plasterers		
Construction	90	-
Glaziers and concreting hands		
Construction	86	-

Table 2.8 (continued)
Most important economic sectors per occupational class, average 1993-1994

Occupational class	%	trend 1990-'94
Painters		
Construction	88	constant
Plumbers		
Construction	77	constant
Metal and electrical industries	9	falling
Energy	6	-
Road construction workers and pipelayers		
Construction	46	-
Metal and electrical industries	14	rising strongly
Other commercial services	13	falling strongly
Civil service, police, defense and education	10	rising
Construction supervisors		
Construction	43	-
Civil service, police, defense and education	25	falling
Other commercial services	17	-
Architects and construction engineers		
Other commercial services	49	constant
Civil service, police, defense and education	24	falling
Construction	14	rising
Freight handlers and packers		
Commerce	33	constant
Metal and electrical industries	15	-
Food and beverage industry	15	falling
Transport, storage and communication	11	-
Other commercial services	6	-
Other industry	6	falling
Chemicals	5	falling
Sailors, deckhands and engine-room workers		
Transport, storage and communication	76	-
Ship's officers and marine inspectors		
Transport, storage and communication	77	constant
Drivers and conductors		
Transport, storage and communication	65	constant
Commerce	11	falling
Civil service, police, defense and education	6	-
Pilots and transport and freight supervisors		
Transport, storage and communication	66	rising

Table 2.8 (continued)
Most important economic sectors per occupational class, average 1993-1994

Occupational class	%	trend 1990-'94
Nursing staff		
Non-commercial services	97	-
Student nurses and home nursing personnel		
Non-commercial services	98	constant
Doctors', dentists' and veterinary assistants		
Non-commercial services	96	constant
Pharmacy assistants and opticians		
Commerce	84	constant
Non-commercial services	15	-
Paramedics and related functions		
Non-commercial services	81	constant
Civil service, police, defense and education	12	falling
Physiotherapists and occupational therapists		
Non-commercial services	97	-
Medical and biological laboratory analysts		
Non-commercial services	82	constant
Physicians, medical specialists and pharmacists		
Non-commercial services	81	constant
Civil service, police, defense and education	9	rising strongly
Mail clerks and postal workers		
Transport, storage and communication	73	-
Civil service, police, defense and education	12	-
Dat typists and computer operators		
Other commercial services	23	-
Administrative supervisors		
Civil service, police, defense and education	33	rising
Other commercial services	13	rising
Non-commercial services	13	-
Secretaries and typists		
Non-commercial services	25	constant
Other commercial services	19	-
Civil service, police, defense and education	19	rising
Commerce	8	falling
Metal and electrical industries	6	falling
Financial services	6	falling

Table 2.8 (continued)
Most important economic sectors per occupational class, average 1993-1994

Occupational class	%	trend 1990-'94
Library and archive assistants		
Civil service, police, defense and education	43	rising
Non-commercial services	34	-
Book-keepers and bank employees		
Financial services	23	falling
Commerce	20	rising
Other commercial services	16	rising
Civil service, police, defense and education	12	-
Transport, storage and communication	6	-
Non-commercial services	6	rising
Purchasing and sales clerks		
Civil service, police, defense and education	30	rising
Commerce	14	constant
Transport, storage and communication	9	falling
Financial services	8	falling
Other commercial services	8	falling
Metal and electrical industries	7	falling
Non-commercial services	7	falling
Telephonists, receptionists and pollsters		
Civil service, police, defense and education	20	rising
Transport, storage and communication	19	-
Non-commercial services	18	-
Other commercial services	17	falling
Commerce	8	constant
Programmers and system analysts		
Other commercial services	32	constant
Civil service, police, defense and education	14	-
Metal and electrical industries	11	falling
Commerce	10	-
Financial services	10	falling
Transport, storage and communication	6	-
Non-commercial services	5	rising strongly
Accountants and economists		
Other commercial services	48	constant
Civil service, police, defense and education	10	falling
Financial services	8	-
Commerce	7	falling
Non-commercial services	5	-
Sales assistants		
Commerce	79	constant
Food and beverage industry	5	-
Shopkeepers, retail and wholesale staff		
Commerce	80	falling

Table 2.8 (continued)
Most important economic sectors per occupational class, average 1993-1994

Occupational class	%	trend 1990-'94
Commercial representatives, buyers and branch managers		
Commerce	38	falling
Financial services	18	rising
Other commercial services	9	rising
Other industry	6	-
Construction	6	rising strongly
Metal and electrical industries	5	-
Civil servants (public administration)		
Civil service, police, defense and education	90	constant
Legal professionals		
Other commercial services	44	-
Civil service, police, defense and education	35	-
Journalists and announcers		
Other industry	35	-
Non-commercial services	19	falling
Other commercial services	15	falling
Civil service, police, defense and education	13	-
Librarians and archivists		
Non-commercial services	42	-
Civil service, police, defense and education	34	rising
Personnel officers and vocational advisors		
Other commercial services	33	constant
Civil service, police, defense and education	32	rising
Non-commercial services	12	-
Community workers and probation officers		
Non-commercial services	72	-
Civil service, police, defense and education	19	falling
Social scientists		
Non-commercial services	69	rising
Civil service, police, defense and education	25	falling
Public relations specialists		
Civil service, police, defense and education	37	-
Non-commercial services	25	-
Cooks, waiters and kitchen workers		
Other commercial services	59	constant
Non-commercial services	21	constant
Civil service, police, defense and education	5	-

Table 2.8 (continued)
Most important economic sectors per occupational class, average 1993-1994

Occupational class	%	trend 1990-'94
Hotel and catering owners and supervisors		
Other commercial services	66	-
Non-commercial services	22	-
Porters, cleaners and domestics		
Other commercial services	38	-
Non-commercial services	29	constant
Civil service, police, defense and education	13	constant
Transport, storage and communication	6	rising
Geriatric help and kindergarten staff		
Non-commercial services	91	constant
Hairdressers and beauticians		
Other commercial services	97	constant
Police, fire and security officers		
Civil service, police, defense and education	70	constant
Other commercial services	17	rising strongly
Military professionals		
Civil service, police, defense and education	100	constant

Source: CBS/ROA

Table 2.9

Opportunities to switch to various economic sub-sectors, per occupational class, average 1993-1994

Occupational class	Gini-Hirschman dispersion index	qualitative charact.
Educational occupations		
Primary and special education teachers	0.20	very low
Secondary and tertiary education teachers	0.22	low
School principals and other higher educational professions	0.57	average
Trainers, sports officials and sports professionals	0.48	low
Cultural occupations		
Translators and other literary professions	0.72	average
Pastoral vocations	0.35	low
Photographers and designers	0.86	high
Visual and performing artists	0.38	low
Agricultural occupations		
Agricultural workers	0.52	average
Farmers	0.10	very low
Agricultural and environmental engineers	0.90	high
Technical and industrial occupations		
Forklift drivers	0.97	very high
Construction machine operators	0.86	high
Managers and supervisors in manufacturing	0.97	very high
Technical and medical representatives	0.78	average
Technical draughtsmen	0.84	average
Technical analysts and laboratory assistants	0.91	very high
Scientific researchers, technicians and statisticians	0.92	very high
Food and beverage processors	0.72	average
Bakers and bakery personnel	0.20	very low
Textile production workers	0.60	average
Upholsterers, shoemakers and leatherworkers	0.84	average
Clothing production workers and sailmakers	0.80	average
Wood, paper and cardboard product workers	0.56	average
Carpenters and woodworkers	0.68	average
Printing industry production workers	0.58	average
Chemical process workers	0.73	average
Smelter workers and drilling hands	0.76	average
Metal-processing machine operators	0.89	high
Welders and engineering workers	0.82	average
Lathe operators and metal workers	0.88	high
Machinery mechanics and instrument makers	0.97	very high
Automobile mechanics	0.63	average
Intermediate mechanical engineers	0.94	very high
Higher mechanical engineers	0.88	high
Electrical product assembly workers and quality controllers	0.83	average
Electricity and gas supply workers	0.84	average
Electricians and telecommunication servicemen	0.90	high
Intermediate electrical engineers	0.87	high
Higher electrical engineers	0.87	high
Ceramic and glass industry production workers	0.90	high
Bricklayers and plasterers	0.18	very low
Glaziers and concreting hands	0.44	low
Painters	0.29	low
Plumbers	0.52	average
Road construction workers and pipelayers	0.78	average

Table 2.9 (continued)

Opportunities to switch to various economic sub-sectors per occupational class, average 1993-1994

Occupational class	Gini-Hirschman dispersion index	qualitative charact.
Construction supervisors	0.83	average
Architects and construction engineers	0.72	average
Transport occupations		
Freight handlers and packers	0.95	very high
Fishermen and gamekeepers	0.50	low
Sailors, deckhands and engine-room workers	0.71	average
Ship's officers and marine inspectors	0.82	average
Drivers and conductors	0.67	average
Pilots and transport and freight supervisors	0.91	very high
Medical and paramedical occupations		
Nursing staff	0.23	low
Student nurses and home nursing personnel	0.40	low
Doctors', dentists' and veterinary assistants	0.06	very low
Pharmacy assistants and opticians	0.55	average
Paramedics and related functions	0.40	low
Physiotherapists and occupational therapists	0.19	very low
Medical and biological laboratory analysts	0.45	low
Physicians, medical specialists and pharmacists	0.42	low
Veterinary surgeons	0.19	very low
Dentists and dental specialists	0.24	low
Commercial and administrative occupations		
Senior finance and sales managers	0.97	very high
Mail clerks and postal workers	0.49	low
Datatypes and computer operators	0.91	very high
Administrative supervisors	0.91	very high
Secretaries and typists	0.92	very high
Library and archive assistants	0.83	average
Book-keepers and bank employees	0.92	very high
Purchasing and sales clerks	0.92	very high
Telephonists, receptionists and pollsters	0.94	very high
Programmers and system analysts	0.88	high
Accountants and economists	0.78	average
Sales assistants	0.75	average
Shopkeepers, retail and wholesale staff	0.78	average
Commercial representatives, buyers and branch managers	0.93	very high
Civil servants (public administration)	0.20	very low
Legal professionals	0.70	average
Socio-cultural occupations		
Journalists and announcers	0.83	average
Librarians and archivists	0.86	high
Personnel officers and vocational advisors	0.82	average
Community workers and probation officers	0.72	average
Social scientists	0.78	average
Public relations specialists	0.91	very high

Table 2.9 (continued)

Opportunities to switch to various economic sub-sectors, per occupational class, average 1993-1994

Occupational class	Gini-Hirschman dispersion index	qualitative charact.
Hotel, catering and service occupations		
Cooks, waiters and kitchen workers	0.66	average
Hotel and catering owners and supervisors	0.55	average
Porters, cleaners and domestics	0.89	high
Geriatric help and kindergarten staff	0.37	low
Hairdressers and beauticians	0.06	very low
Public security and safety occupations		
Police, fire and security officers	0.48	low
Military professionals	0.00	very low

Source: ROA

Table 2.10

Most important types of education per occupational class, average 1993-1994

Occupational class	%	trend 1992-'94
Primary and special education teachers		
HVE Teacher training	88	constant
Secondary and tertiary education teachers		
HVE Teacher training	45	-
UE Arts	8	-
UE Social sciences	7	-
UE Mathematics and natural sciences	6	falling strongly
School principals and other higher educational professions		
HVE Teacher training	43	rising
UE Social sciences	12	constant
Trainers, sports officials and sports professionals		
-	-	-
Translators and other literary professions		
UE Arts	39	-
Pastoral vocations		
UE Theology	54	-
Photographers and designers		
HVE Fine Arts	23	rising
IVE Printing technology	13	falling
Visual and performing artists		
HVE Fine Arts	44	rising
HVE Teacher training	11	-
Higher General Secondary Education	8	-
Agricultural workers		
IVE Agriculture and the natural environment	27	rising
Primary Education	19	constant
PVE Agriculture	13	falling
PVE Community care, hotel and catering	8	-
Lower General Secondary Education	7	-
Farmers		
IVE Agriculture and the natural environment	41	rising
PVE Agriculture	23	falling strongly
Primary Education	8	falling strongly
Agricultural and environmental engineers		
-	-	-

Table 2.10 (continued)
Most important types of education per occupational class, average 1993-1994

Occupational class	%	trend 1992-'94
Forklift drivers		
Primary Education	36	falling strongly
Construction machine operators		
Primary Education	24	falling
IVE Mechanical engineering	16	-
PVE Mechanical trades	10	rising
Managers and supervisors in manufacturing		
IVE Construction technology	7	rising
IVE Retail	5	rising strongly
Technical and medical representatives		
-	-	-
Technical draughtsmen		
IVE Construction technology	19	rising strongly
IVE Mechanical engineering	17	-
IVE Electrical technology	14	rising strongly
HVE Construction and civil engineering	10	rising
IVE Civil engineering	8	-
Technical analysts and laboratory assistants		
HVE Technical laboratory	30	rising strongly
IVE Technical Laboratory	22	rising strongly
Scientific researchers, technicians and statisticians		
UE Mathematics and natural sciences	18	-
Food and beverage processors		
Primary Education	27	falling strongly
IVE Food technology	18	rising strongly
Lower General Secondary Education	9	falling strongly
Bakers and bakery personnel		
IVE Food technology	46	rising strongly
PVE Food trades	17	falling strongly
Textile production workers		
Primary Education	35	-
Upholsterers, shoemakers and leatherworkers		
Primary Education	21	-
IVE Textile and leather technology	15	rising strongly

Table 2.10 (continued)
Most important types of education per occupational class, average 1993-1994

Occupational class	%	trend 1992-'94
Clothing production workers and sailmakers		
Primary Education	24	-
IVE Textile and leather technology	21	-
PVE Community care, hotel and catering	16	-
Wood, paper and cardboard product workers		
Primary Education	27	-
Carpenters and woodworkers		
IVE Construction technology	33	rising
PVE Construction trades	31	falling
Primary Education	12	constant
Printing industry production workers		
IVE Printing technology	34	-
Primary Education	11	rising
Lower General Secondary Education	8	-
PVE Printing trades	7	falling strongly
Chemical process workers		
IVE Process technologies	24	rising
Primary Education	14	-
Smelter workers and drilling hands		
Primary Education	25	falling strongly
Metal-processing machine operators		
Primary Education	20	falling strongly
PVE Mechanical trades	17	-
Welders and engineering workers		
PVE Mechanical trades	36	rising
IVE Metalworking	20	rising
Primary Education	12	falling strongly
IVE Mechanical engineering	6	rising strongly
Lathe operators and metal workers		
PVE Mechanical trades	20	rising
IVE Metalworking	18	-
Primary Education	10	falling
IVE Mechanical engineering	9	rising strongly
IVE Electrical technology	7	-
IVE Automobile technology	5	-

Table 2.10 (continued)
Most important types of education per occupational class, average 1993-1994

Occupational class	%	trend 1992-'94
Machinery mechanics and instrument makers		
IVE Mechanical engineering	17	-
IVE Electrical technology	14	rising strongly
PVE Mechanical trades	13	-
IVE Metalworking	9	-
IVE Automobile technology	6	-
Primary Education	6	-
Automobile mechanics		
IVE Automobile technology	45	falling
PVE Automobile trades	23	rising strongly
Primary Education	7	falling strongly
Intermediate mechanical engineers		
-	-	-
Higher mechanical engineers		
HVE Mechanical engineering	21	falling strongly
IVE Mechanical engineering	20	-
Electrical product assembly workers and quality controllers		
Primary Education	25	-
Lower General Secondary Education	11	falling strongly
Electricity and gas supply workers		
-	-	-
Electricians and telecommunication servicemen		
IVE Electrical technology	50	-
PVE Electrical trades	16	-
Intermediate electrical engineers		
-	-	-
Higher electrical engineers		
HVE Electronic and information technology	34	constant
IVE Electrical technology	26	-
UE Electrical engineering and information technology	13	falling strongly
Ceramic and glass industry production workers		
Primary Education	29	-
PVE Mechanical trades	9	falling
Lower General Secondary Education	8	rising strongly
PVE Construction trades	8	rising

Table 2.10 (continued)
Most important types of education per occupational class, average 1993-1994

Occupational class	%	trend 1992-'94
Bricklayers and plasterers		
PVE Construction trades	32	-
Primary Education	23	falling strongly
IVE Construction technology	19	constant
Glaziers and concreting hands		
Primary Education	27	falling strongly
PVE Construction trades	18	rising strongly
Painters		
IVE Construction technology	45	rising strongly
PVE Construction trades	24	falling strongly
Primary Education	18	-
Plumbers		
IVE Construction technology	30	-
PVE Mechanical trades	14	-
Primary Education	12	-
PVE Utilities installation	10	-
Road construction workers and pipelayers		
Primary Education	38	-
PVE Construction trades	11	rising
PVE Mechanical trades	7	rising strongly
Lower General Secondary Education	7	falling strongly
Construction supervisors		
IVE Construction technology	34	-
HVE Construction and civil engineering	16	rising strongly
IVE Civil engineering	12	falling
Architects and construction engineers		
HVE Construction and civil engineering	27	rising
UE Construction and civil engineering	24	falling
IVE Construction technology	17	-
Freight handlers and packers		
Primary Education	31	falling
Lower General Secondary Education	13	rising
PVE Community care, hotel and catering	7	rising
IVE Retail	6	rising strongly
PVE Construction trades	5	rising strongly
Fishermen and gamekeepers		
-	-	-
Sailors, deckhands and engine-room workers		
-	-	-

Table 2.10 (continued)
Most important types of education per occupational class, average 1993-1994

Occupational class	%	trend 1992-'94
Ship's officers and marine inspectors		
IVE Transport and harbour	44	-
HVE Transport and harbour	28	-
Drivers and conductors		
Primary Education	22	rising
PVE Transport and harbour	12	-
Lower General Secondary Education	8	rising
IVE Transport and harbour	6	-
PVE Mechanical trades	6	-
Pilots and transport and freight supervisors		
HVE Transport and harbour	19	rising strongly
Primary Education	13	-
Nursing staff		
IVE Nursing and paramedical services	60	rising
HVE Nursing and paramedical services	23	falling
Student nurses and home nursing personnel		
IVE Nursing and paramedical services	43	falling
IVE Community care	22	-
Lower General Secondary Education	5	-
IVE Social and cultural	5	-
Doctors', dentists' and veterinary assistants		
IVE Nursing and paramedical services	51	-
Pharmacy assistants and opticians		
IVE Medical laboratory	80	constant
Paramedics and related functions		
HVE Nursing and paramedical services	43	constant
IVE Nursing and paramedical services	14	falling strongly
Physiotherapists and occupational therapists		
HVE Nursing and paramedical services	75	rising strongly
Medical and biological laboratory analysts		
HVE Medical laboratory	46	rising
HVE Technical laboratory	14	falling
IVE Medical laboratory	10	rising strongly
Physicians, medical specialists and pharmacists		
UE Veterinary and medical sciences and dentistry	83	-
UE Pharmacy	7	falling strongly

Table 2.10 (continued)
Most important types of education per occupational class, average 1993-1994

Occupational class	%	trend 1992-'94
Vetinary surgeons		
UE Veterinary and medical sciences and dentistry	98	-
Dentists and dental specialists		
UE Veterinary and medical sciences and dentistry	98	constant
Senior finance and sales managers		
HVE Social and cultural	7	rising
IVE Administration	6	-
Higher General Secondary Education	6	falling strongly
Mail clerks and postal workers		
Primary Education	22	-
Lower General Secondary Education	12	falling strongly
IVE Retail	7	-
Datatypes and computer operators		
-	-	-
Administrative supervisors		
Lower General Secondary Education	9	-
Secretaries and typists		
IVE Secretarial	24	rising
Lower General Secondary Education	12	-
Higher General Secondary Education	12	-
IVE Retail	7	falling
Library and archive assistants		
Lower General Secondary Education	15	falling strongly
IVE Social and cultural	14	-
HVE Social and cultural	14	-
Book-keepers and bank employees		
IVE Administration	14	-
Lower General Secondary Education	14	constant
Higher General Secondary Education	11	falling
IVE Retail	9	-
Purchasing and sales clerks		
Lower General Secondary Education	13	-
Higher General Secondary Education	11	-
IVE Retail	10	falling
IVE Secretarial	5	-

Table 2.10 (continued)
Most important types of education per occupational class, average 1993-1994

Occupational class	%	trend 1992-'94
Telephonists, receptionists and pollsters		
Lower General Secondary Education	15	falling
Higher General Secondary Education	9	falling strongly
IVE Secretarial	8	-
IVE Retail	8	-
IVE Tourism and recreation	7	-
PVE Community care, hotel and catering	5	-
Programmers and system analysts		
HVE Commercial information science	16	-
Higher General Secondary Education	11	rising
HVE Electronic and information technology	10	-
Accountants and economists		
UE Economics, econometrics and business administration	21	-
HVE Accounting	13	rising
IVE Administration	7	-
Higher General Secondary Education	7	rising strongly
Sales assistants		
IVE Retail	15	constant
Lower General Secondary Education	14	falling
PVE Community care, hotel and catering	11	rising
Primary Education	10	falling
Higher General Secondary Education	6	-
Shopkeepers, retail and wholesale staff		
IVE Retail	31	constant
Lower General Secondary Education	8	-
Primary Education	7	falling strongly
Higher General Secondary Education	6	-
Commercial representatives, buyers and branch managers		
IVE Retail	16	-
Lower General Secondary Education	9	rising
Higher General Secondary Education	7	-
IVE Commerce	5	rising strongly
Civil servants (public administration)		
HVE Legal and fiscal	14	rising strongly
UE Social sciences	11	-
UE Law	10	-
Legal professionals		
UE Law	73	constant
Journalists and announcers		
Higher General Secondary Education	16	-
HVE Social and cultural	12	constant
UE Arts	10	-

Table 2.10 (continued)
Most important types of education per occupational class, average 1993-1994

Occupational class	%	trend 1992-'94
Librarians and archivists		
HVE Social and cultural	47	rising strongly
Personnel officers and vocational advisors		
HVE Social and cultural	36	-
IVE Social and cultural	8	-
Community workers and probation officers		
HVE Social and cultural	42	-
UE Social sciences	12	falling strongly
IVE Social and cultural	11	rising strongly
IVE Nursing and paramedical services	7	rising strongly
Social scientists		
UE Social sciences	51	falling
HVE Social and cultural	13	falling strongly
Public relations specialists		
-	-	-
Cooks, waiters and kitchen workers		
IVE Community care	19	-
PVE Community care, hotel and catering	17	constant
Primary Education	16	falling strongly
Lower General Secondary Education	11	rising
Higher General Secondary Education	9	rising strongly
IVE Hotel, catering and hairdressing	6	rising strongly
Hotel and catering owners and supervisors		
IVE Hotel, catering and hairdressing	18	rising
Primary Education	12	-
IVE Community care	11	rising strongly
PVE Community care, hotel and catering	9	falling strongly
IVE Retail	6	falling strongly
Lower General Secondary Education	6	-
Porters, cleaners and domestics		
Primary Education	32	falling
PVE Community care, hotel and catering	18	-
Lower General Secondary Education	10	rising
IVE Community care	6	-
Geriatric help and kindergarten staff		
IVE Community care	41	constant
PVE Community care, hotel and catering	11	falling strongly
Primary Education	10	falling strongly
Lower General Secondary Education	7	rising strongly
IVE Social and cultural	5	rising strongly
IVE Nursing and paramedical services	5	-

Table 2.10 (continued)
Most important types of education per occupational class, average 1993-1994

Occupational class	%	trend 1992-'94
Hairdressers and beauticians		
IVE Community care	50	rising strongly
IVE Hotel, catering and hairdressing	31	-
Police, fire and security officers		
IVE Police, fire and defense	49	falling
PVE Security	9	rising strongly
Lower General Secondary Education	5	rising strongly
Military professionals		
IVE Police, fire and defense	40	rising
HVE Police, fire and defense	11	-
Lower General Secondary Education	10	-

Source: CBS/ROA

Table 2.11

Possibilities of substituting workers with other educational backgrounds per occupational class, average 1993-1994

Occupational class	Gini-Hirschman dispersion index	qualitative charact.
Educational occupations		
Primary and special education teachers	0.33	very low
Secondary and tertiary education teachers	0.95	high
School principals and other higher educational professions	0.92	high
Trainers, sports officials and sports professionals	0.93	high
Cultural occupations		
Translators and other literary professions	0.79	low
Pastoral vocations	0.61	low
Photographers and designers	0.91	high
Visual and performing artists	0.78	low
Agricultural occupations		
Agricultural workers	0.93	high
Farmers	0.93	high
Agricultural and environmental engineers	0.83	average
Technical and industrial occupations		
Forklift drivers	0.85	average
Construction machine operators	0.89	average
Managers and supervisors in manufacturing	0.98	very high
Technical and medical representatives	0.96	very high
Technical draughtsmen	0.89	average
Technical analysts and laboratory assistants	0.85	average
Scientific researchers, technicians and statisticians	0.93	high
Food and beverage processors	0.87	average
Bakers and bakery personnel	0.74	low
Textile production workers	0.85	average
Upholsterers, shoemakers and leatherworkers	0.90	average
Clothing production workers and sailmakers	0.86	average
Wood, paper and cardboard product workers	0.89	average
Carpenters and woodworkers	0.78	low
Printing industry production workers	0.86	average
Chemical process workers	0.91	high
Smelter workers and drilling hands	0.90	average
Metal-processing machine operators	0.91	high
Welders and engineering workers	0.81	average
Lathe operators and metal workers	0.90	average
Machinery mechanics and instrument makers	0.92	high
Automobile mechanics	0.74	low
Intermediate mechanical engineers	0.92	high
Higher mechanical engineers	0.89	average
Electrical product assembly workers and quality controllers	0.91	high
Electricity and gas supply workers	0.79	low
Electricians and telecommunication servicemen	0.72	low
Intermediate electrical engineers	0.71	low
Higher electrical engineers	0.80	low
Ceramic and glass industry production workers	0.89	average
Bricklayers and plasterers	0.81	average
Glaziers and concreting hands	0.87	average
Painters	0.71	low
Plumbers	0.86	average
Road construction workers and pipelayers	0.83	average

Table 2.11 (continued)

Possibilities of substituting workers with other educational backgrounds per occupational class, average 1993-1994

Occupational class	Gini-Hirschman dispersion index	qualitative charact.
Construction supervisors	0.83	average
Architects and construction engineers	0.83	average
Transport occupations		
Freight handlers and packers	0.88	average
Fishermen and gamekeepers	0.81	average
Sailors, deckhands and engine-room workers	0.86	average
Ship's officers and marine inspectors	0.71	low
Drivers and conductors	0.92	high
Pilots and transport and freight supervisors	0.92	high
Medical and paramedical occupations		
Nursing staff	0.59	very low
Student nurses and home nursing personnel	0.78	low
Doctors', dentists' and veterinary assistants	0.72	low
Pharmacy assistants and opticians	0.35	very low
Paramedics and related functions	0.88	average
Physiotherapists and occupational therapists	0.45	very low
Medical and biological laboratory analysts	0.85	average
Physicians, medical specialists and pharmacists	0.31	very low
Veterinary surgeons	0.04	very low
Dentists and dental specialists	0.04	very low
Commercial and administrative occupations		
Senior finance and sales managers	0.97	very high
Mail clerks and postal workers	0.92	high
Datatypes and computer operators	0.92	high
Administrative supervisors	0.95	high
Secretaries and typists	0.88	average
Library and archive assistants	0.92	high
Book-keepers and bank employees	0.93	high
Purchasing and sales clerks	0.95	high
Telephonists, receptionists and pollsters	0.94	high
Programmers and system analysts	0.93	high
Accountants and economists	0.91	high
Sales assistants	0.93	high
Shopkeepers, retail and wholesale staff	0.89	average
Commercial representatives, buyers and branch managers	0.94	high
Civil servants (public administration)	0.95	high
Legal professionals	0.47	very low
Socio-cultural occupations		
Journalists and announcers	0.94	high
Librarians and archivists	0.77	low
Personnel officers and vocational advisors	0.88	average
Community workers and probation officers	0.82	average
Social scientists	0.87	average
Public relations specialists	0.96	very high

Table 2.11 (continued)

Possibilities of substituting workers with other educational backgrounds per occupational class, average 1993-1994

Occupational class	Gini-Hirschman dispersion index	qualitative charact.
Hotel, catering and service occupations		
Cooks, waiters and kitchen workers	0.91	high
Hotel and catering owners and supervisors	0.93	high
Porters, cleaners and domestics	0.86	average
Geriatric help and kindergarten staff	0.87	average
Hairdressers and beauticians	0.66	low
Public security and safety occupations		
Police, fire and security officers	0.75	low
Military professionals	0.86	average

Source: ROA

Table 2.12
Sensitivity to the state of the business cycle per occupational class

Occupational class	sensitivity to business cycle	qualitative charact.
Educational occupations		
Primary and special education teachers	0.47	low
Secondary and tertiary education teachers	1.07	average
School principals and other higher educational professions	0.46	low
Trainers, sports officials and sports professionals	0.43	low
Cultural occupations		
Translators and other literary professions	0.21	very low
Pastoral vocations	0.41	low
Photographers and designers	0.54	average
Visual and performing artists	0.21	very low
Agricultural occupations		
Agricultural workers	0.49	average
Farmers	0.65	average
Agricultural and environmental engineers	0.67	average
Technical and industrial occupations		
Forklift drivers	1.26	high
Construction machine operators	0.70	average
Managers and supervisors in manufacturing	1.22	high
Technical and medical representatives	0.88	average
Technical draughtsmen	0.84	average
Technical analysts and laboratory assistants	1.32	high
Scientific researchers, technicians and statisticians	0.75	average
Food and beverage processors	0.65	average
Bakers and bakery personnel	0.62	average
Textile production workers	0.96	average
Upholsterers, shoemakers and leatherworkers	0.61	average
Clothing production workers and sailmakers	0.92	average
Wood, paper and cardboard product workers	0.93	average
Carpenters and woodworkers	1.63	high
Printing industry production workers	2.54	very high
Chemical process workers	1.00	average
Smelter workers and drilling hands	0.46	low
Metal-processing machine operators	1.39	high
Welders and engineering workers	1.48	high
Lathe operators and metal workers	0.84	average
Machinery mechanics and instrument makers	0.84	average
Automobile mechanics	0.46	low
Intermediate mechanical engineers	0.90	average
Higher mechanical engineers	1.70	high
Electrical product assembly workers and quality controllers	0.84	average
Electricity and gas supply workers	1.74	high
Electricians and telecommunication servicemen	1.92	very high
Intermediate electrical engineers	2.36	very high
Higher electrical engineers	2.79	very high
Ceramic and glass industry production workers	0.91	average
Bricklayers and plasterers	1.70	high
Glaziers and concreting hands	1.68	high
Painters	1.73	high
Plumbers	4.54	very high
Road construction workers and pipelayers	3.20	very high
Construction supervisors	1.25	high
Architects and construction engineers	1.39	high

Table 2.12 (continued)
Sensitivity to the state of the business cycle per occupational class

Occupational class	sensitivity to business cycle	qualitative charact.
Transport occupations		
Freight handlers and packers	1.15	average
Fishermen and gamekeepers	0.33	low
Sailors, deckhands and engine-room workers	0.72	average
Ship's officers and marine inspectors	0.24	very low
Drivers and conductors	0.85	average
Pilots and transport and freight supervisors	0.32	low
Medical and paramedical occupations		
Nursing staff	0.46	low
Student nurses and home nursing personnel	0.14	very low
Doctors', dentists' and veterinary assistants	0.14	very low
Pharmacy assistants and opticians	0.59	average
Paramedics and related functions	0.41	low
Physiotherapists and occupational therapists	0.14	very low
Medical and biological laboratory analysts	0.14	very low
Physicians, medical specialists and pharmacists	0.33	low
Veterinary surgeons	0.64	average
Dentists and dental specialists	0.41	low
Commercial and administrative occupations		
Senior finance and sales managers	0.94	average
Mail clerks and postal workers	0.67	average
Datatypes and computer operators	0.68	average
Administrative supervisors	0.60	average
Secretaries and typists	0.77	average
Library and archive assistants	0.66	average
Book-keepers and bank employees	0.64	average
Purchasing and sales clerks	1.03	average
Telephonists, receptionists and pollsters	0.68	average
Programmers and system analysts	0.85	average
Accountants and economists	0.60	average
Sales assistants	0.53	average
Shopkeepers, retail and wholesale staff	0.85	average
Commercial representatives, buyers and branch managers	0.76	average
Civil servants (public administration)	0.43	low
Legal professionals	0.54	average
Socio-cultural occupations		
Journalists and announcers	0.41	low
Librarians and archivists	0.39	low
Personnel officers and vocational advisors	0.28	low
Community workers and probation officers	0.36	low
Social scientists	0.46	low
Public relations specialists	0.32	low
Hotel, catering and service occupations		
Cooks, waiters and kitchen workers	0.32	low
Hotel and catering owners and supervisors	0.38	low
Porters, cleaners and domestics	0.82	average
Geriatric help and kindergarten staff	0.42	low
Hairdressers and beauticians	0.42	low

Table 2.12 (continued)

Sensitivity to the state of the business cycle per occupational class

Occupational class	sensitivity to business cycle	qualitative charact.
Public security and safety occupations		
Police, fire and security officers	0.16	very low
Military professionals	0.00	very low

Source: ROA

Table 2.13

Expected expansion demand per occupational class, 1995-2000

Occupational class	number	total %	average annual %	qualitative charact.
Educational occupations				
Primary and special education teachers	-3,200	-3	-0.7	low
Secondary and tertiary education teachers	11,100	7	1.3	average
School principals and other higher educational professions	1,600	3	0.6	average
Trainers, sports officials and sports professionals	500	4	0.7	average
Cultural occupations				
Translators and other literary professions	600	9	1.7	high
Pastoral vocations	200	2	0.4	average
Photographers and designers	2,400	6	1.2	average
Visual and performing artists	6,000	17	3.1	high
Agricultural occupations				
Agricultural workers	-14,400	-13	-2.8	very low
Farmers	-15,300	-12	-2.5	very low
Agricultural and environmental engineers	1,100	25	4.5	very high
Technical and industrial occupations				
Forklift drivers	1,200	5	1.0	average
Construction machine operators	700	2	0.4	average
Managers and supervisors in manufacturing	50,600	15	2.9	high
Technical and medical representatives	1,200	5	1.0	average
Technical draughtsmen	4,000	12	2.4	high
Technical analysts and laboratory assistants	3,700	12	2.3	high
Scientific researchers, technicians and statisticians	10,000	18	3.3	very high
Food and beverage processors	-2,500	-6	-1.2	low
Bakers and bakery personnel	-1,100	-5	-1.0	low
Textile production workers	-1,100	-12	-2.6	very low
Upholsterers, shoemakers and leatherworkers	-2,100	-12	-2.4	very low
Clothing production workers and sailmakers	-1,900	-11	-2.4	very low
Wood, paper and cardboard product workers	-300	-3	-0.6	low
Carpenters and woodworkers	-6,700	-5	-1.1	low
Printing industry production workers	100	0	0.0	average
Chemical process workers	400	1	0.3	average
Smelter workers and drilling hands	-600	-5	-1.1	low
Metal-processing machine operators	-1,500	-5	-1.0	low
Welders and engineering workers	-2,100	-4	-0.7	low
Lathe operators and metal workers	-2,000	-3	-0.7	low
Machinery mechanics and instrument makers	-1,800	-3	-0.6	low
Automobile mechanics	-1,800	-4	-0.8	low
Intermediate mechanical engineers	-1,200	-9	-1.9	low
Higher mechanical engineers	-700	-7	-1.5	low
Electrical product assembly workers and quality controllers	500	2	0.3	average
Electricity and gas supply workers	100	4	0.8	average
Electricians and telecommunication servicemen	400	0	0.1	average
Intermediate electrical engineers	-400	-8	-1.6	low
Higher electrical engineers	2,700	19	3.5	very high
Ceramic and glass industry production workers	-2,300	-7	-1.3	low
Bricklayers and plasterers	-2,800	-6	-1.3	low
Glaziers and concreting hands	-2,200	-9	-1.8	low
Painters	-2,500	-8	-1.6	low
Plumbers	-3,100	-8	-1.6	low
Road construction workers and pipelayers	-4,000	-7	-1.4	low
Construction supervisors	-400	-2	-0.3	average
Architects and construction engineers	1,600	5	0.9	average

Table 2.13 (continued)
Expected expansion demand per occupational class, 1995-2000

Occupational class	number	total %	average annual %	qualitative charact.
Transport occupations				
Freight handlers and packers	2,100	2	0.3	average
Fishermen and gamekeepers	-100	-5	-1.1	low
Sailors, deckhands and engine-room workers	-100	-2	-0.3	average
Ship's officers and marine inspectors	200	2	0.3	average
Drivers and conductors	2,300	1	0.3	average
Pilots and transport and freight supervisors	600	3	0.6	average
Medical and paramedical occupations				
Nursing staff	16,600	15	2.8	high
Student nurses and home nursing personnel	13,600	11	2.1	high
Doctors', dentists' and veterinary assistants	2,300	10	1.9	high
Pharmacy assistants and opticians	1,000	5	1.1	average
Paramedics and related functions	2,600	10	2.0	high
Physiotherapists and occupational therapists	6,600	20	3.8	very high
Medical and biological laboratory analysts	2,500	9	1.7	high
Physicians, medical specialists and pharmacists	5,000	12	2.3	high
Veterinary surgeons	300	10	1.9	high
Dentists and dental specialists	500	9	1.8	high
Commercial and administrative occupations				
Senior finance and sales managers	18,100	18	3.4	very high
Mail clerks and postal workers	-1,000	-3	-0.5	low
Datatypes and computer operators	-1,500	-13	-2.8	very low
Administrative supervisors	800	3	0.6	average
Secretaries and typists	-2,900	-2	-0.4	average
Library and archive assistants	-900	-4	-0.9	low
Book-keepers and bank employees	-6,700	-2	-0.4	average
Purchasing and sales clerks	-23,000	-6	-1.3	low
Telephonists, receptionists and pollsters	1,400	2	0.3	average
Programmers and system analysts	66,700	50	8.4	very high
Accountants and economists	15,700	26	4.7	very high
Sales assistants	42,300	16	3.0	high
Shopkeepers, retail and wholesale staff	15,700	9	1.8	high
Commercial represent., buyers and branch managers	13,700	11	2.0	high
Civil servants (public administration)	-5,100	-19	-4.0	very low
Legal professionals	400	1	0.3	average
Socio-cultural occupations				
Journalists and announcers	7,200	21	4.0	very high
Librarians and archivists	2,700	16	3.0	high
Personnel officers and vocational advisors	2,700	8	1.5	average
Community workers and probation officers	4,200	6	1.2	average
Social scientists	600	3	0.6	average
Public relations specialists	1,100	8	1.5	average
Hotel, catering and service occupations				
Cooks, waiters and kitchen workers	1,100	1	0.2	average
Hotel and catering owners and supervisors	1,200	2	0.4	average
Porters, cleaners and domestics	-17,000	-11	-2.3	low
Geriatric help and kindergarten staff	7,400	6	1.2	average
Hairdressers and beauticians	-3,800	-11	-2.3	low

Table 2.13 (continued)
Expected expansion demand per occupational class, 1995-2000

Occupational class	number	total %	average annual %	qualitative charact.
Public security and safety occupations				
Police, fire and security officers	3,600	6	1.1	average
Military professionals	-8,800	-28	-6.4	very low

Source: ROA

Table 2.14
Expected replacement demand per occupational class, 1995-2000

Occupational class	number	total %	average annual %	qualitative charact.
Educational occupations				
Primary and special education teachers	24,100	25	4.5	high
Secondary and tertiary education teachers	37,600	23	4.3	average
School principals and other higher educational professions	8,900	17	3.2	low
Trainers, sports officials and sports professionals	1,900	15	2.8	low
Cultural occupations				
Translators and other literary professions	1,400	22	4.0	average
Pastoral vocations	2,300	29	5.3	very high
Photographers and designers	6,800	18	3.4	average
Visual and performing artists	5,300	15	2.8	low
Agricultural occupations				
Agricultural workers	12,300	11	2.2	very low
Farmers	22,100	17	3.2	low
Agricultural and environmental engineers	600	13	2.4	low
Technical and industrial occupations				
Forklift drivers	5,300	22	4.1	average
Construction machine operators	6,800	20	3.7	average
Managers and supervisors in manufacturing	76,100	23	4.2	average
Technical and medical representatives	2,300	10	1.9	very low
Technical draughtsmen	6,700	21	3.9	average
Technical analysts and laboratory assistants	7,400	24	4.5	high
Scientific researchers, technicians and statisticians	12,000	21	3.9	average
Food and beverage processors	9,700	24	4.3	high
Bakers and bakery personnel	3,300	15	2.9	low
Textile production workers	2,000	22	4.1	average
Upholsterers, shoemakers and leatherworkers	3,000	16	3.1	low
Clothing production workers and sailmakers	3,800	23	4.2	average
Wood, paper and cardboard product workers	2,000	19	3.5	average
Carpenters and woodworkers	23,800	19	3.6	average
Printing industry production workers	8,700	20	3.7	average
Chemical process workers	4,400	17	3.3	low
Smelter workers and drilling hands	1,800	16	3.0	low
Metal-processing machine operators	5,400	17	3.1	low
Welders and engineering workers	8,600	15	2.8	low
Lathe operators and metal workers	14,000	24	4.3	high
Machinery mechanics and instrument makers	19,300	30	5.4	very high
Automobile mechanics	9,700	22	4.1	average
Intermediate mechanical engineers	3,200	25	4.5	high
Higher mechanical engineers	1,900	19	3.5	average
Electrical product assembly workers and quality controllers	4,800	17	3.1	low
Electricity and gas supply workers	400	12	2.4	very low
Electricians and telecommunication servicemen	20,300	21	3.9	average
Intermediate electrical engineers	1,800	33	5.9	very high
Higher electrical engineers	3,000	20	3.8	average
Ceramic and glass industry production workers	6,500	18	3.4	average
Bricklayers and plasterers	12,000	26	4.8	high
Glaziers and concreting hands	4,400	17	3.2	low
Painters	9,500	29	5.2	very high
Plumbers	7,100	17	3.3	low
Road construction workers and pipelayers	7,100	12	2.3	very low
Construction supervisors	5,500	20	3.8	average
Architects and construction engineers	4,300	13	2.5	low

Table 2.14 (continued)
Expected replacement demand per occupational class, 1995-2000

Occupational class	number	total %	average annual %	qualitative charact.
Transport occupations				
Freight handlers and packers	18,500	16	2.9	low
Fishermen and gamekeepers	300	10	2.0	very low
Sailors, deckhands and engine-room workers	600	11	2.1	very low
Ship's officers and marine inspectors	1,500	15	2.7	low
Drivers and conductors	45,900	25	4.5	high
Pilots and transport and freight supervisors	3,700	19	3.6	average
Medical and paramedical occupations				
Nursing staff	29,600	27	4.8	high
Student nurses and home nursing personnel	38,900	31	5.6	very high
Doctors', dentists' and veterinary assistants	6,000	26	4.7	high
Pharmacy assistants and opticians	3,500	18	3.4	average
Paramedics and related functions	4,200	17	3.2	low
Physiotherapists and occupational therapists	7,200	22	4.1	average
Medical and biological laboratory analysts	7,200	25	4.6	high
Physicians, medical specialists and pharmacists	10,300	25	4.6	high
Vetinary surgeons	600	18	3.3	average
Dentists and dental specialists	1,200	23	4.3	average
Commercial and administrative occupations				
Senior finance and sales managers	26,300	26	4.8	high
Mail clerks and postal workers	9,000	24	4.4	high
Datatypes and computer operators	1,200	11	2.0	very low
Administrative supervisors	5,300	22	4.0	average
Secretaries and typists	36,600	27	4.9	high
Library and archive assistants	4,900	24	4.3	high
Book-keepers and bank employees	63,200	18	3.3	average
Purchasing and sales clerks	49,900	14	2.6	low
Telephonists, receptionists and pollsters	17,200	21	3.9	average
Programmers and system analysts	30,800	23	4.2	average
Accountants and economists	11,800	20	3.6	average
Sales assistants	48,000	18	3.4	average
Shopkeepers, retail and wholesale staff	32,300	19	3.5	average
Commercial representatives, buyers and branch managers	31,100	24	4.4	high
Civil servants (public administration)	9,000	33	5.8	very high
Legal professionals	8,100	25	4.6	high
Socio-cultural occupations				
Journalists and announcers	8,200	24	4.5	high
Librarians and archivists	3,100	18	3.4	average
Personnel officers and vocational advisors	4,900	14	2.7	low
Community workers and probation officers	17,900	26	4.7	high
Social scientists	4,600	21	3.9	average
Public relations specialists	2,700	20	3.7	average
Hotel, catering and service occupations				
Cooks, waiters and kitchen workers	28,200	21	3.8	average
Hotel and catering owners and supervisors	18,200	27	4.9	high
Porters, cleaners and domestics	31,500	21	3.8	average
Geriatric help and kindergarten staff	26,100	21	3.9	average
Hairdressers and beauticians	4,900	14	2.7	low

Table 2.14 (continued)
Expected replacement demand per occupational class, 1995-2000

Occupational class	number	total %	average annual %	qualitative charact.
Public security and safety occupations				
Police, fire and security officers	14,500	23	4.2	average
Military professionals	3,800	12	2.3	very low

Source: ROA

Table 2.15
Expected job openings per occupational class, 1995-2000

Occupational class	number	total %	average annual %	qualitative charact.	share expansion demand
Educational occupations					
Primary and special education teachers	24,100	25	4.5	average	0
Secondary and tertiary education teachers	48,700	30	5.6	average	23
School principals and other higher educational professions	10,500	20	3.8	average	15
Trainers, sports officials and sports professionals	2,400	18	3.5	average	21
Cultural occupations					
Translators and other literary professions	2,000	31	5.7	average	30
Pastoral vocations	2,500	31	5.7	average	8
Photographers and designers	9,200	25	4.6	average	26
Visual and performing artists	11,300	31	5.9	average	53
Agricultural occupations					
Agricultural workers	12,300	11	2.2	very low	0
Farmers	22,100	17	3.2	low	0
Agricultural and environmental engineers	1,700	38	6.9	high	65
Technical and industrial occupations					
Forklift drivers	6,500	27	5.1	average	18
Construction machine operators	7,500	22	4.1	average	9
Managers and supervisors in manufacturing	126,700	38	7.1	high	40
Technical and medical representatives	3,500	15	2.9	low	34
Technical draughtsmen	10,700	34	6.3	high	37
Technical analysts and laboratory assistants	11,100	37	6.8	high	33
Scientific researchers, technicians and statisticians	22,000	39	7.2	high	45
Food and beverage processors	9,700	24	4.3	average	0
Bakers and bakery personnel	3,300	15	2.9	low	0
Textile production workers	2,000	22	4.1	average	0
Upholsterers, shoemakers and leatherworkers	3,000	16	3.1	low	0

Table 2.15 (continued)
Expected job openings per occupational class, 1995-2000

Occupational class	number	total %	average annual %	qualitative charact.	share expansion demand
Clothing production workers and sailmakers	3,800	23	4.2	average	0
Wood, paper and cardboard product workers	2,000	19	3.5	average	0
Carpenters and woodworkers	23,800	19	3.6	average	0
Printing industry production workers	8,800	20	3.7	average	1
Chemical process workers	4,800	19	3.6	average	8
Smelter workers and drilling hands	1,800	16	3.0	low	0
Metal-processing machine operators	5,400	17	3.1	low	0
Welders and engineering workers	8,600	15	2.8	low	0
Lathe operators and metal workers	14,000	24	4.3	average	0
Machinery mechanics and instrument makers	19,300	30	5.4	average	0
Automobile mechanics	9,700	22	4.1	average	0
Intermediate mechanical engineers	3,200	25	4.5	average	0
Higher mechanical engineers	1,900	19	3.5	average	0
Electrical product assembly workers and quality controllers	5,300	18	3.4	average	9
Electricity and gas supply workers	500	16	3.2	low	20
Electricians and telecommunication servicemen	20,700	22	4.0	average	2
Intermediate electrical engineers	1,800	33	5.9	high	0
Higher electrical engineers	5,700	39	7.3	high	47
Ceramic and glass industry production workers	6,500	18	3.4	average	0
Bricklayers and plasterers	12,000	26	4.8	average	0
Glaziers and concreting hands	4,400	17	3.2	low	0
Painters	9,500	29	5.2	average	0
Plumbers	7,100	17	3.3	low	0
Road construction workers and pipelayers	7,100	12	2.3	very low	0
Construction supervisors	5,500	20	3.8	average	0
Architects and construction engineers	5,900	18	3.4	average	27
Transport occupations					
Freight handlers and packers	20,600	17	3.2	low	10
Fishermen and gamekeepers	300	10	2.0	very low	0
Sailors, deckhands and engine-room workers	600	11	2.1	very low	0
Ship's officers and marine inspectors	1,700	16	3.0	low	12
Drivers and conductors	48,200	26	4.8	average	5
Pilots and transport and freight supervisors	4,300	23	4.2	average	14

Table 2.15 (continued)
Expected job openings per occupational class, 1995-2000

Occupational class	number	total %	average annual %	qualitative charact.	share expansion demand
Medical and paramedical occupations					
Nursing staff	46,200	42	7.6	high	36
Student nurses and home nursing personnel	52,500	42	7.7	high	26
Doctors' dentists' and veterinary assistants	8,300	36	6.6	high	28
Pharmacy assistants and opticians	4,500	24	4.5	average	22
Paramedics and related functions	6,800	27	5.2	average	38
Physiotherapists and occupational therapists	13,800	42	7.9	high	48
Medical and biological laboratory analysts	9,700	34	6.3	high	26
Physicians, medical specialists and pharmacists	15,300	38	6.9	high	33
Veterinary surgeons	900	28	5.2	average	33
Dentists and dental specialists	1,700	33	6.1	high	29
Commercial and administrative occupations					
Senior finance and sales managers	44,400	44	8.2	high	41
Mail clerks and postal workers	9,000	24	4.4	average	0
Datatypes and computer operators	1,200	11	2.0	very low	0
Administrative supervisors	6,100	25	4.6	average	13
Secretaries and typists	36,600	27	4.9	average	0
Library and archive assistants	4,900	24	4.3	average	0
Book-keepers and bank employees	63,200	18	3.3	average	0
Purchasing and sales clerks	49,900	14	2.6	low	0
Telephonists, receptionists and pollsters	18,600	23	4.2	average	8
Programmers and system analysts	97,500	73	12.6	very high	68
Accountants and economists	27,500	46	8.3	very high	57
Sales assistants	90,300	34	6.4	high	47
Shopkeepers, retail and wholesale staff	48,000	28	5.3	average	33
Commercial representatives, buyers and branch managers	44,800	35	6.4	high	31
Civil servants (public administration)	9,000	33	5.8	high	0
Legal professionals	8,500	27	4.9	average	5
Socio-cultural occupations					
Journalists and announcers	15,400	46	8.5	very high	47
Librarians and archivists	5,800	34	6.4	high	47

Table 2.15 (continued)
Expected job openings per occupational class, 1995-2000

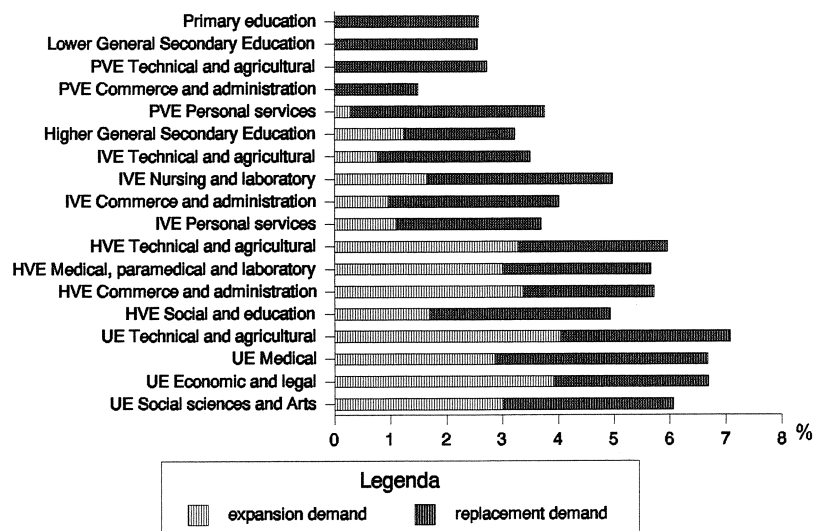
Occupational class	number	total %	average annual %	qualitative charact.	share expansion demand
Personnel officers and vocational advisors					
Community workers and probation officers	7,600	22	4.2	average	36
Social scientists	22,100	32	5.9	high	19
Public relations specialists	5,200	24	4.5	average	12
	3,800	28	5.2	average	29
Hotel, catering and service occupations					
Cooks, waiters and kitchen workers	29,300	21	4.0	average	4
Hotel and catering owners and supervisors	19,400	29	5.3	average	6
Porters, cleaners and domestics	31,500	21	3.8	average	0
Geriatric help and kindergarten staff	33,500	27	5.1	average	22
Hairdressers and beauticians	4,900	14	2.7	low	0
Public security and safety occupations					
Police, fire and security officers	18,100	28	5.3	average	20
Military professionals	3,800	12	2.3	very low	0

Source: ROA

3 INFORMATION ON TYPES OF EDUCATION

Figure 3.1

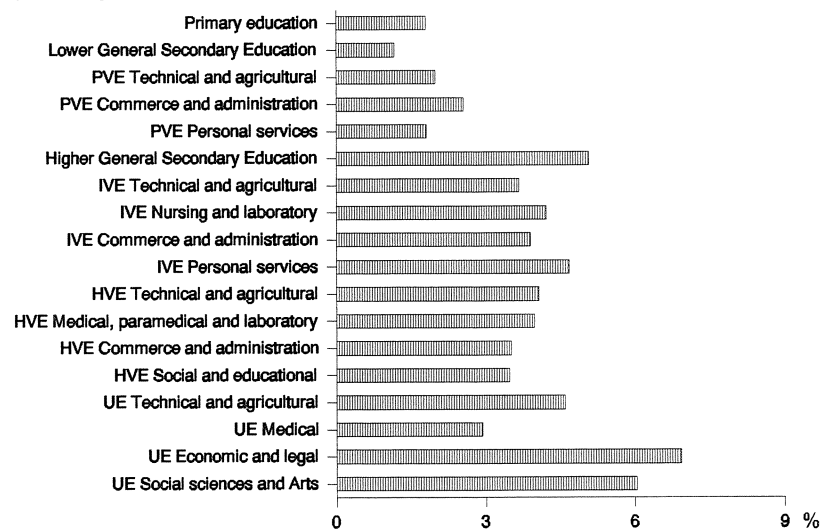
Expected job openings broken down into expansion and replacement demand per educational category, 1995-2000 (average annual percentage)



Source: ROA

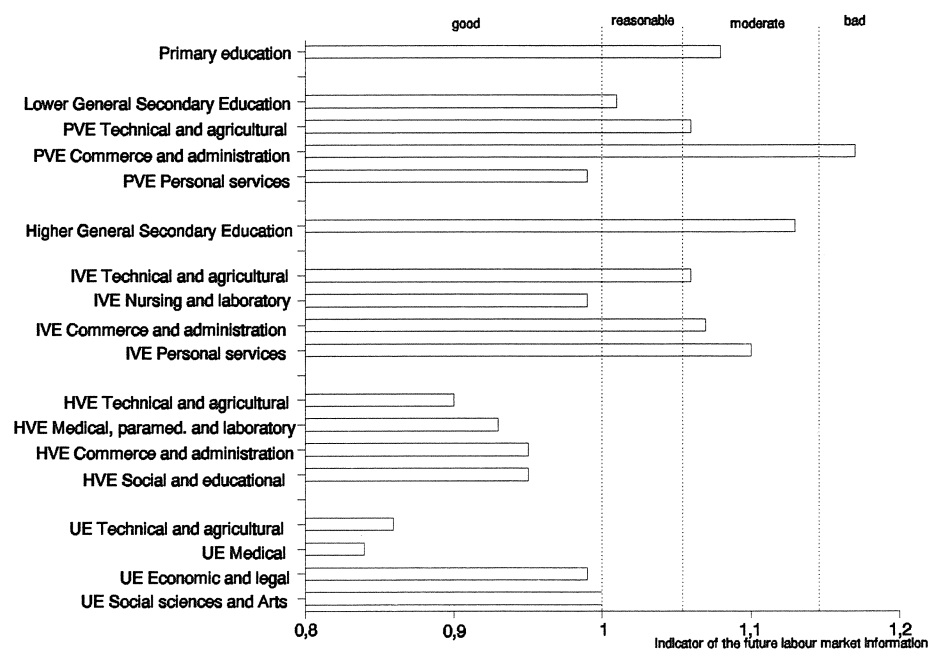
Figure 3.2

Expected flows of school-leavers entering the labour market per educational category, 1995-2000 (average annual percentage)



Source: ROA

Figure 3.3
Labour market prospects for school-leavers per educational category, in 2000



Source: ROA

Table 3.1
Participation of school-leavers in further education per field of study, 1994

Type of education and field of study	study %	qualitative charact.	apprent./ in-service %	qualitative charact.
LGSE, PVE				
<i>Lower General Secondary Education</i>	91	very high	4	average
<i>PVE Agriculture</i>	70	very high	19	average
<i>PVE Technical</i>				
PVE Construction trades	37	average	43	very high
PVE Utilities installation	42	average	46	very high
PVE Mechanical trades	45	high	40	high
PVE Automobile trades	42	average	45	very high
PVE Electrical trades	66	very high	26	high
PVE Printing trades	64	high	21	average
PVE Food trades	42	average	39	high
PVE Textile and leather trades	55	high	18	average
<i>PVE Commerce and administration</i>				
PVE Office administration	78	very high	9	average
PVE Retailing	71	very high	13	average
<i>PVE Personal services</i>				
PVE Community care, hotel and catering	74	very high	14	average
PVE Beauticians and hairdressing	39	average	42	very high
HGSE, IVE				
<i>Higher General Secondary Education</i>				
Senior General Secondary Education	92	very high	1	very low
Pre-university Education	94	very high	0	very low
<i>IVE Agriculture and the natural environment</i>				
SIVE Agricultural	25	average	32	high
IVE Agriculture-A	63	high	0	very low
IVE Agriculture-B	11	very low	12	average
<i>IVE Technical Laboratory</i>				
SIVE Laboratory	25	average	2	low
IVE Chemical laboratory	45	high	0	very low
<i>IVE Technical</i>				
SIVE Metalworking	18	low	10	average
SIVE Automobile technology	16	low	38	high
SIVE Electrical technology	28	average	27	high
SIVE Food technology	20	low	40	high
IVE Construction technology	43	high	1	very low
IVE Civil engineering	33	average	0	very low
IVE Metalworking	35	average	2	low
IVE Mechanical engineering	45	high	1	very low
IVE Automobile technology	43	high	2	low
IVE Electrical technology	46	high	2	low
IVE Process technologies	52	high	0	very low
IVE Textile and leather technology	27	average	2	low
<i>IVE Transport and harbour</i>	25	average	1	very low
<i>IVE Nursing and paramedical services</i>				
IVE Nursing and home care	49	high	24	high
IVE Medical assistant	44	high	9	average

Table 3.1 (continued)
Participation of school-leavers in further education per field of study, 1994

Type of education and field of study	study %	qualitative charact.	apprent./ in-service %	qualitative charact.
<i>IVE Medical laboratory</i>	27	average	5	average
<i>IVE Commerce and administration</i>				
SIVE Retail	27	average	13	average
SIVE Administration	34	average	8	average
IVE Retail	32	average	2	low
IVE Administration	61	high	1	very low
IVE Commerce	50	high	2	low
IVE Secretarial	25	average	1	very low
<i>IVE Legal and fiscal</i>	54	high	0	very low
<i>IVE Social and cultural</i>	62	high	2	low
<i>IVE Personal services</i>				
SIVE Community care	31	average	28	high
IVE Social services	41	average	11	average
IVE Community care	11	very low	31	high
IVE Fashion and clothing	40	average	5	average
IVE Activities supervision	27	average	3	average
<i>IVE Hotel, catering and hairdressing</i>				
IVE Hotel and catering	29	average	0	very low
IVE Building and food serv. maintenance	33	average	8	average
IVE Beauticians and hairdressing	22	average	6	average
HVE				
<i>HVE Teacher training</i>				
HVE Primary school teacher	9	very low	na	
HVE Agricultural teacher	5	very low		
HVE Art and self-expression teacher	20	low		
HVE Secondary school teacher	15	low		
<i>HVE Interpreter and translator</i>	31	average		
<i>HVE Agriculture</i>	17	low	na	
<i>HVE Technical laboratory</i>	23	average		
<i>HVE Technical</i>				
HVE Construction and civil engineering	17	low		
HVE Mechanical engineering	13	low		
HVE Electronic technology	16	low		
<i>HVE Transport and harbour</i>	8	very low		
<i>HVE Medical analysis</i>	8	very low	na	na
<i>HVE Nursing and paramedical services</i>				
HVE Nursing	12	low		
HVE Occupational and physiotherapy	9	very low		

Table 3.1 (continued)

Participation of school-leavers in further education per field of study, 1994

Type of education and field of study	study %	qualitative charact.	apprent./ in-service %	qualitative charact.
<i>HVE Commerce and administration</i>				
HVE Business administration	22	average		
HVE Accounting	2	very low		
HVE Commercial information science	19	low		
HVE Tourism	14	low		
HVE Commerce	21	average		
<i>HVE Business administration technology</i>	23	average		
<i>HVE Legal and fiscal</i>	30	average		
<i>HVE Social and cultural</i>				
HVE Welfare and social work	12	low		
HVE Personnel management	12	low		
HVE Journalism	15	low		
<i>HVE Fine Arts</i>	9	very low		

Source: RUBS/HBO Monitor/ROA

Table 3.2
Number of workers per type of education, average 1993-1994

Type of education	number of workers	trend 1992-'94
Primary Education		
Primary Education	508,000	falling
LGSE, PVE		
Lower General Secondary Education	408,500	constant
PVE Agriculture	78,000	falling strongly
PVE Construction trades	136,500	-
PVE Utilities installation	11,000	-
PVE Mechanical trades	139,000	-
PVE Automobile trades	46,500	-
PVE Electrical trades	61,500	constant
PVE Printing trades	7,500	falling strongly
PVE Food trades	21,500	falling strongly
PVE Textile and leather trades	23,000	falling
PVE Transport and harbour	35,500	falling
PVE Administration	60,500	falling
PVE Commerce	32,500	falling
PVE Community care, hotel and catering	199,500	constant
PVE Security	9,000	rising strongly
HGSE, IVE		
Higher General Secondary Education	294,000	-
IVE Agriculture and the natural environment	133,000	rising
IVE Technical Laboratory	13,500	rising strongly
IVE Construction technology	162,500	rising
IVE Civil engineering	20,500	-
IVE Metalworking	60,000	falling
IVE Precision engineering	15,000	rising
IVE Mechanical engineering	87,500	-
IVE Automobile technology	62,000	-
IVE Electrical technology	143,000	constant
IVE Printing technology	37,000	falling
IVE Food technology	37,500	-
IVE Process technologies	17,500	-
IVE Textile and leather technology	35,000	rising
IVE Transport and harbour	48,000	-
IVE Nursing and paramedical services	183,500	-
IVE Medical laboratory	28,000	rising
IVE Retail	314,000	-
IVE Administration	94,500	-
IVE Tourism and recreation	15,000	rising strongly
IVE Commerce	33,000	rising strongly
IVE Secretarial	94,500	rising
IVE Legal and fiscal	44,500	-
IVE Social and cultural	52,500	rising
IVE Community care	212,500	constant
IVE Hotel, catering and hairdressing	53,000	rising strongly
IVE Police, fire and defense	82,500	constant

Table 3.2 (continued)

Number of workers per type of education, average 1993-1994

Type of education	number of workers	trend 1992-'94
HVE		
HVE Teacher training	258,500	constant
HVE Interpreter and translator	7,500	rising strongly
HVE Agriculture and environmental science	20,000	-
HVE Technical laboratory	26,500	-
HVE Construction and civil engineering	34,000	constant
HVE Mechanical engineering	29,500	constant
HVE Electronic and information technology	39,000	-
HVE Transport and harbour	26,500	rising
HVE Medical laboratory	20,500	rising
HVE Nursing and paramedical services	84,000	constant
HVE Business administration	21,500	-
HVE Accounting	26,000	rising
HVE Commercial information science	27,500	rising strongly
HVE Tourism and recreation	7,500	rising
HVE Commerce	19,000	rising
HVE Business administration technology	13,000	-
HVE Legal and fiscal	25,500	rising strongly
HVE Social and cultural	118,000	constant
HVE Fine Arts	41,000	rising strongly
HVE Police, fire and defense	9,000	-
UE		
UE Arts	40,500	-
UE Theology	6,000	falling strongly
UE Agriculture and environmental science	12,000	rising strongly
UE Mathematics and natural sciences	39,000	rising
UE Construction and civil engineering	18,000	-
UE Mechanical engineering	8,500	constant
UE Electrical engineering and information technology	12,500	rising strongly
UE Veterinary and medical sciences and dentistry	51,500	rising
UE Pharmacy	5,500	-
UE Economics, econometrics and business administration	40,500	-
UE Management science	11,000	falling
UE Information science	4,500	-
UE Law	46,500	-
UE Public administration	10,000	rising strongly
UE Social sciences	81,500	constant
UE Fine Arts	8,500	-

Source: CBS/ROA

Table 3.3
Percentage of women per type of education, average 1993-1994

Type of education	%	qualitative charact.	trend 1992-'94
Primary Education			
Primary Education	30	average	-
LGSE, PVE			
Lower General Secondary Education	49	average	-
PVE Agriculture	8	very low	-
PVE Construction trades	.	very low	-
PVE Utilities installation	.	very low	-
PVE Mechanical trades	.	very low	-
PVE Automobile trades	.	very low	-
PVE Electrical trades	.	very low	-
PVE Printing trades	.	low	-
PVE Food trades	12	low	rising strongly
PVE Textile and leather trades	76	very high	constant
PVE Transport and harbour	.	very low	-
PVE Administration	61	high	-
PVE Commerce	63	high	-
PVE Community care, hotel and catering	90	very high	constant
PVE Security	.	very low	-
HGSE, IVE			
Higher General Secondary Education	46	average	rising
IVE Agriculture and the natural environment	12	low	rising
IVE Technical Laboratory	41	average	rising strongly
IVE Construction technology	.	very low	-
IVE Civil engineering	.	very low	-
IVE Metalworking	.	very low	-
IVE Precision engineering	.	low	-
IVE Mechanical engineering	.	-	-
IVE Automobile technology	.	-	-
IVE Electrical technology	.	very low	-
IVE Printing technology	11	low	-
IVE Food technology	8	very low	-
IVE Process technologies	.	very low	-
IVE Textile and leather technology	77	very high	-
IVE Transport and harbour	10	very low	rising
IVE Nursing and paramedical services	89	very high	-
IVE Medical laboratory	75	high	-
IVE Retail	40	average	-
IVE Administration	31	average	rising
IVE Tourism and recreation	87	very high	constant
IVE Commerce	33	average	rising strongly
IVE Secretarial	97	very high	constant
IVE Legal and fiscal	26	average	rising
IVE Social and cultural	68	high	constant
IVE Community care	81	very high	constant
IVE Hotel, catering and hairdressing	51	high	-
IVE Police, fire and defense	6	very low	-

Table 3.3 (continued)
Percentage of women per type of education, average 1993-1994

Type of education	%	qualitative charact.	trend 1992-'94
HVE			
HVE Teacher training	55	high	-
HVE Interpreter and translator	53	high	-
HVE Agriculture and environmental science	15	low	-
HVE Technical laboratory	34	average	rising
HVE Construction and civil engineering	.	very low	-
HVE Mechanical engineering	.	very low	-
HVE Electronic and information technology	.	very low	-
HVE Transport and harbour	.	very low	-
HVE Medical laboratory	73	high	constant
HVE Nursing and paramedical services	71	high	-
HVE Business administration	19	low	-
HVE Accounting	10	very low	-
HVE Commercial information science	13	low	-
HVE Tourism and recreation	87	very high	rising
HVE Commerce	24	low	-
HVE Business administration technology	.	very low	-
HVE Legal and fiscal	22	low	rising strongly
HVE Social and cultural	58	high	rising
HVE Fine Arts	41	average	rising
HVE Police, fire and defense	.	very low	-
UE			
UE Arts	48	average	falling
UE Theology	.	low	-
UE Agriculture and environmental science	21	low	rising strongly
UE Mathematics and natural sciences	14	low	-
UE Construction and civil engineering	.	very low	-
UE Mechanical engineering	.	very low	-
UE Electrical engineering and information technology	.	very low	-
UE Veterinary and medical sciences and dentistry	30	average	-
UE Pharmacy	.	average	-
UE Economics, econometrics and business administration	11	low	rising
UE Management science	.	low	-
UE Information science	.	very low	-
UE Law	37	average	rising
UE Public administration	30	average	-
UE Social sciences	47	average	rising
UE Fine Arts	41	average	-

Source: CBS/ROA

Table 3.4
Percentage of working school-leavers who are female per field of study, 1994

Type of education and field of study	%	qualitative charact.
LGSE, PVE		
<i>Lower General Secondary Education</i>	61	average
<i>PVE Agriculture</i>	40	average
<i>PVE Technical</i>		
PVE Construction trades	0	very low
PVE Utilities installation	.	very low
PVE Mechanical trades	3	very low
PVE Automobile trades	3	very low
PVE Electrical trades	5	very low
PVE Printing trades	.	low
PVE Food trades	20	low
PVE Textile and leather trades	97	high
<i>PVE Commerce and administration</i>		
PVE Office administration	81	high
PVE Retailing	65	average
<i>PVE Personal services</i>		
PVE Community care, hotel and catering	94	high
PVE Beauticians and hairdressing	100	very high
HGSE, IVE		
<i>Higher General Secondary Education</i>		
Senior General Secondary Education	.	average
Pre-university Education	.	average
<i>IVE Agriculture and the natural environment</i>		
SIVE Agricultural	49	average
IVE Agriculture-A	.	very low
IVE Agriculture-B	16	low
<i>IVE Technical Laboratory</i>		
SIVE Laboratory	77	high
IVE Chemical laboratory	59	average
<i>IVE Technical</i>		
SIVE Metalworking	2	very low
SIVE Automobile technology	18	low
SIVE Electrical technology	0	very low
SIVE Food technology	33	low
IVE Construction technology	22	low
IVE Civil engineering	6	very low
IVE Metalworking	.	low
IVE Mechanical engineering	2	very low
IVE Automobile technology	4	very low
IVE Electrical technology	5	very low
IVE Process technologies	9	very low
IVE Textile and leather technology	95	high
<i>IVE Transport and harbour</i>	9	very low
<i>IVE Nursing and paramedical services</i>		
IVE Nursing and home care	93	high
IVE Medical assistant	97	high

Table 3.4 (continued)
Percentage of working school-leavers who are female per field of study, 1994

Type of education and field of study	%	qualitative charact.
<i>IVE Medical laboratory</i>	89	high
<i>IVE Commerce and administration</i>		
SIVE Retail	64	average
SIVE Administration	88	high
IVE Retail	67	average
IVE Administration	68	average
IVE Commerce	85	high
IVE Secretarial	100	very high
<i>IVE Legal and fiscal</i>	80	high
<i>IVE Social and cultural</i>	89	high
<i>IVE Personal services</i>		
SIVE Community care	96	high
IVE Social services	95	high
IVE Community care	99	very high
IVE Fashion and clothing	96	high
IVE Activities supervision	97	high
<i>IVE Hotel, catering and hairdressing</i>		
IVE Hotel and catering	61	average
IVE Building and food service maintenance	69	average
IVE Beauticians and hairdressing	100	very high
HVE		
<i>HVE Teacher training</i>		
HVE Primary school teacher	90	high
HVE Agricultural teacher	35	low
HVE Art and self-expression teacher	62	average
HVE Secondary school teacher	71	average
<i>HVE Interpreter and translator</i>	81	high
<i>HVE Agriculture</i>	22	low
<i>HVE Technical laboratory</i>	47	average
<i>HVE Technical</i>		
HVE Construction and civil engineering	17	low
HVE Mechanical engineering	6	very low
HVE Electronic technology	4	very low
<i>HVE Transport and harbour</i>	7	very low
<i>HVE Medical analysis</i>	84	high
<i>HVE Nursing and paramedical services</i>		
HVE Nursing	88	high
HVE Occupational and physiotherapy	66	average

Table 3.4 (continued)
Percentage of working school-leavers who are female per field of study, 1994

Type of education and field of study	%	qualitative charact.
<i>HVE Commerce and administration</i>		
HVE Business administration	33	low
HVE Accounting	31	low
HVE Commercial information science	27	low
HVE Tourism	82	high
HVE Commerce	48	average
<i>HVE Business administration technology</i>	23	low
<i>HVE Legal and fiscal</i>	48	average
<i>HVE Social and cultural</i>		
HVE Welfare and social work	91	high
HVE Personnel management	66	average
HVE Journalism	68	average
<i>HVE Fine Arts</i>	62	average

Source: RUBS/HBO Monitor/ROA

Table 3.5
Percentage of young people (15-29 years) and older people (50-64) per type of education, average 1993-1994

Type of education	%	young people qualitative charact.	trend 1992-'94	%	older people qualitative charact.	trend 1992-'94
Primary Education						
Primary Education	21	low	-	22	high	constant
LGSE, PVE						
Lower General Secondary Education						
PVE Agriculture	37	high	falling	14	average	rising
PVE Construction trades	29	average	-	35	very high	-
PVE Utilities installation	34	high	-	12	average	-
PVE Mechanical trades	42	average	-	.	low	-
PVE Automobile trades	29	very high	-	15	average	-
PVE Electrical trades	46	high	constant	11	low	-
PVE Printing trades	41	very high	falling strongly	9	low	-
PVE Food trades	46	very high	rising strongly	.	high	-
PVE Textile and leather trades	56	very high	constant	.	low	-
PVE Transport and harbour	24	average	-	33	very high	rising strongly
PVE Administration	36	average	constant	8	low	-
PVE Commerce	36	average	falling	11	low	rising strongly
PVE Community care, hotel and catering	57	very high	constant	.	very low	-
PVE Security	31	average	falling	17	average	rising strongly
	32	average	rising strongly	.	low	-
HGSE, IVE						
Higher General Secondary Education						
IVE Agriculture and the natural environment	49	very high	falling	6	low	-
IVE Technical Laboratory	39	high	constant	17	average	-
IVE Construction technology	47	very high	-	.	low	-
IVE Civil engineering	25	average	constant	17	average	rising strongly
IVE Metalworking	30	average	falling	.	low	-
IVE Precision engineering	28	average	-	17	average	falling
IVE Mechanical engineering	22	low	rising strongly	21	high	rising strongly
IVE Automobile technology	31	average	rising	14	average	rising
	35	average	-	12	average	-

Table 3.5 (continued)
Percentage of young people (15-29 years) and older people (50-64) per type of education, average 1993-1994

Type of education	%	young people qualitative charact.	trend 1992-'94	%	older people qualitative charact.	trend 1992-'94
IVE Electrical technology	33	average	falling	12	average	-
IVE Printing technology	24	average	-	18	average	rising
IVE Food technology	33	average	falling	14	average	rising strongly
IVE Process technologies	28	average	-	.	low	-
IVE Textile and leather technology	50	very high	falling	14	average	-
IVE Transport and harbour	26	average	falling	17	average	falling strongly
IVE Nursing and paramedical services	34	average	falling	7	low	rising
IVE Medical laboratory	36	average	rising	10	low	-
IVE Retail	31	average	-	21	high	-
IVE Administration	38	high	-	13	average	rising
IVE Tourism and recreation	71	very high	constant	.	-	-
IVE Commerce	60	very high	falling	.	low	-
IVE Secretarial	45	high	falling	8	low	rising
IVE Legal and fiscal	15	low	falling strongly	14	average	-
IVE Social and cultural	36	average	-	11	low	-
IVE Community care	44	high	falling	7	low	rising
IVE Hotel, catering and hairdressing	35	average	-	11	low	falling strongly
IVE Police, fire and defense	16	low	falling	11	low	falling strongly
HVE						
HVE Teacher training	13	very low	falling	18	average	rising
HVE Interpreter and translator	.	-	-	.	-	-
HVE Agriculture and environmental science	36	average	-	.	low	-
HVE Technical laboratory	23	low	-	12	average	-
HVE Construction and civil engineering	15	low	rising	23	high	-
HVE Mechanical engineering	22	low	falling	21	high	-
HVE Electronic and information technology	27	average	-	14	average	-
HVE Transport and harbour	12	very low	-	30	very high	-
HVE Medical laboratory	24	average	falling strongly	.	low	-
HVE Nursing and paramedical services	25	average	falling	7	low	rising strongly
HVE Business administration	45	high	-	.	low	-

Table 3.5 (continued)
Percentage of young people (15-29 years) and older people (50-64) per type of education, average 1993-1994

Type of education	%	young people qualitative charact.	trend 1992-'94	%	older people qualitative charact.	trend 1992-'94
HVE Accounting	17	low	-	27	very high	rising strongly
HVE Commercial information science	21	low	falling strongly	.	low	-
HVE Tourism and recreation	73	very high	falling	.	very low	-
HVE Commerce	44	high	falling	.	very low	-
HVE Business administration technology	37	high	falling strongly	.	low	-
HVE Legal and fiscal	20	low	rising strongly	12	average	-
HVE Social and cultural	19	low	-	11	low	rising strongly
HVE Fine Arts	16	low	-	14	average	falling
HVE Police, fire and defense	.	.	-	.	.	-
UE						
UE Arts	18	low	falling strongly	13	average	falling
UE Theology	.	very low	very low	.	very high	-
UE Agriculture and environmental science	25	average	-	.	low	-
UE Mathematics and natural sciences	15	low	rising	16	-	-
UE Construction and civil engineering	.	very low	-	19	average	-
UE Mechanical engineering	27	average	-	.	average	-
UE Electrical engineering and information technology	9	average	falling strongly	21	average	-
UE Veterinary and medical sciences and dentistry	.	very low	-	.	high	rising strongly
UE Pharmacy	28	average	-	14	-	-
UE Economics, econometrics and business administration	30	average	-	.	average	rising strongly
UE Management science	.	very high	falling strongly	.	low	-
UE Information science	18	low	-	11	very low	-
UE Law	35	average	-	.	low	-
UE Public administration	13	very low	rising strongly	12	-	-
UE Social sciences	.	.	-	.	average	falling
UE Fine Arts	.	.	-	.	.	-

Source: CBS/ROA

Table 3.6

Percentage of members of ethnic minorities' per type of education, average 1993-1994

Type of education	%	qualitative charact.	trend 1992-'94
Primary Education			
Primary Education	11	very high	-
LGSE, PVE			
Lower General Secondary Education	5	average	rising
PVE Agriculture	.	very low	-
PVE Construction trades	2	low	-
PVE Utilities installation	.	high	-
PVE Mechanical trades	6	high	-
PVE Automobile trades	.	average	-
PVE Electrical trades	7	very high	-
PVE Printing trades	.	average	-
PVE Food trades	.	average	-
PVE Textile and leather trades	.	high	-
PVE Transport and harbour	.	low	-
PVE Administration	6	high	rising
PVE Commerce	.	low	-
PVE Community care, hotel and catering	1	very low	-
PVE Security	.	high	-
HGSE, IVE			
Higher General Secondary Education	3	average	rising strongly
IVE Agriculture and the natural environment	.	very low	-
IVE Technical Laboratory	.	low	-
IVE Construction technology	.	very low	-
IVE Civil engineering	.	very low	-
IVE Metalworking	5	average	-
IVE Precision engineering	.	very low	-
IVE Mechanical engineering	.	low	-
IVE Automobile technology	.	average	-
IVE Electrical technology	2	low	rising strongly
IVE Printing technology	.	average	-
IVE Food technology	.	very low	-
IVE Process technologies	.	average	-
IVE Textile and leather technology	.	low	-
IVE Transport and harbour	.	very low	-
IVE Nursing and paramedical services	2	low	-
IVE Medical laboratory	.	average	-
IVE Retail	2	low	rising strongly
IVE Administration	3	average	rising strongly
IVE Tourism and recreation	.	average	-
IVE Commerce	.	low	-
IVE Secretarial	3	average	-
IVE Legal and fiscal	.	low	-
IVE Social and cultural	.	average	-
IVE Community care	2	low	rising strongly
IVE Hotel, catering and hairdressing	.	low	-
IVE Police, fire and defense	.	low	-

Table 3.6 (continued)

Percentage of members of ethnic minorities per type of education, average 1993-1994

Type of education	%	qualitative charact.	trend 1992-'94
HVE			
HVE Teacher training	3	average	-
HVE Interpreter and translator	.	average	-
HVE Agriculture and environmental science	.	very low	-
HVE Technical laboratory	.	low	-
HVE Construction and civil engineering	.	low	-
HVE Mechanical engineering	.	low	-
HVE Electronic and information technology	.	very low	-
HVE Transport and harbour	.	average	-
HVE Medical laboratory	.	low	-
HVE Nursing and paramedical services	.	very low	-
HVE Business administration	.	low	-
HVE Accounting	.	very low	-
HVE Commercial information science	.	very low	-
HVE Tourism and recreation	.	very low	-
HVE Commerce	.	very low	-
HVE Business administration technology	.	very low	-
HVE Legal and fiscal	.	low	-
HVE Social and cultural	.	low	-
HVE Fine Arts	.	low	-
HVE Police, fire and defense	.	very low	-
UE			
UE Arts	.	low	-
UE Theology	.	very low	-
UE Agriculture and environmental science	.	very low	-
UE Mathematics and natural sciences	.	very low	-
UE Construction and civil engineering	.	very low	-
UE Mechanical engineering	.	low	-
UE Electrical engineering and information technology	.	low	-
UE Veterinary and medical sciences and dentistry	.	very low	-
UE Pharmacy	.	low	-
UE Economics, econometrics and business administration	.	average	-
UE Management science	.	low	-
UE Information science	.	average	-
UE Law	.	low	-
UE Public administration	.	average	-
UE Social sciences	.	low	-
UE Fine Arts	.	low	-

Source: CBS/ROA

* The percentage relates to the members of those ethnic minorities which fall under the 'Promotion of Balanced Employment Participation by Members of Ethnic Minorities Act' (*Wet Bevordering Evenredige Arbeidsdeelname Allochtonen, WBEAA*): i.e., those from Aruba, the Dutch Antilles, Ethiopia, Iraq, Iran, the former Yugoslavia, Morocco, Somalia, Surinam, Turkey and Vietnam.

Table 3.7
Percentage of working school-leavers who are from ethnic minorities' per field of study, 1994

Type of education and field of study	%	qualitative charact.
LGSE, PVE		
<i>Lower General Secondary Education</i>	3	average
<i>PVE Agriculture</i>	0	very low
<i>PVE Technical</i>		
PVE Construction trades	0	very low
PVE Utilities installation	.	very high
PVE Mechanical trades	4	high
PVE Automobile trades	4	high
PVE Electrical trades	0	very low
PVE Printing trades	.	very low
PVE Food trades	0	very low
PVE Textile and leather trades	1	low
<i>PVE Commerce and administration</i>		
PVE Office administration	10	very high
PVE Retailing	3	average
<i>PVE Personal services</i>		
PVE Community care, hotel and catering	1	low
PVE Beauticians and hairdressing	7	very high
HGSE, IVE		
<i>Higher General Secondary Education</i>		
Senior General Secondary Education	.	very low
Pre-university Education	.	very low
<i>IVE Agriculture and the natural environment</i>		
SIVE Agricultural	2	average
IVE Agriculture-A	.	very low
IVE Agriculture-B	0	very low
<i>IVE Technical Laboratory</i>		
SIVE Laboratory	3	average
IVE Chemical laboratory	1	low
<i>IVE Technical</i>		
SIVE Metalworking	0	very low
SIVE Automobile technology	1	low
SIVE Electrical technology	1	low
SIVE Food technology	0	very low
IVE Construction technology	0	very low
IVE Civil engineering	0	very low
IVE Metalworking	.	very low
IVE Mechanical engineering	1	low
IVE Automobile technology	1	low
IVE Electrical technology	2	average
IVE Process technologies	.	very low
IVE Textile and leather technology	5	very high
<i>IVE Transport and harbour</i>	.	very low
<i>IVE Nursing and paramedical services</i>		
IVE Nursing and home care	1	low
IVE Medical assistant	3	average

Table 3.7 (continued)
Percentage of working school-leavers who are from ethnic minorities per field of study, 1994

Type of education and field of study	%	qualitative charact.
<i>IVE Medical laboratory</i>	.	very low
<i>IVE Commerce and administration</i>		
SIVE Retail	2	average
SIVE Administration	3	average
IVE Retail	1	low
IVE Administration	2	average
IVE Commerce	3	average
IVE Secretarial	1	low
<i>IVE Legal and fiscal</i>	.	very low
<i>IVE Social and cultural</i>	4	high
<i>IVE Personal services</i>		
SIVE Community care	.	very low
IVE Social services	2	average
IVE Community care	1	low
IVE Fashion and clothing	1	low
IVE Activities supervision	.	very low
<i>IVE Hotel, catering and hairdressing</i>		
IVE Hotel and catering	.	very low
IVE Building and food services maintenance	.	very low
IVE Beauticians and hairdressing	.	very low
HVE		
<i>HVE Teacher training</i>		
HVE Primary school teacher	.	-
HVE Agricultural teacher	.	-
HVE Art and self-expression teacher	.	-
HVE Secondary school teacher	.	-
<i>HVE Interpreter and translator</i>	.	-
<i>HVE Agriculture</i>	.	-
<i>HVE Technical laboratory</i>	.	-
<i>HVE Technical</i>		
HVE Construction and civil engineering	.	-
HVE Mechanical engineering	.	-
HVE Electronic technology	.	-
<i>HVE Transport and harbour</i>	.	-
<i>HVE Medical analysis</i>	.	-
<i>HVE Nursing and paramedical services</i>		
HVE Nursing	1	low
HVE Occupational and physiotherapy	.	-

Table 3.7 (continued)

Percentage of working school-leavers who are from ethnic minorities per field of study, 1994

Type of education and field of study	%	qualitative charact.
<i>HVE Commerce and administration</i>		
HVE Business administration	.	-
HVE Accounting	1	low
HVE Commercial information science	.	-
HVE Tourism	.	-
HVE Commerce	.	-
<i>HVE Business administration technology</i>	.	-
<i>HVE Legal and fiscal</i>	.	-
<i>HVE Social and cultural</i>		
HVE Welfare and social work	2	average
HVE Personnel management	1	low
HVE Journalism	.	-
<i>HVE Fine Arts</i>	1	low

Source: RUBS/HBO Monitor/ROA

* The percentage relates to the members of those ethnic minorities which fall under the 'Promotion of Balanced Employment Participation by Members of Ethnic Minorities Act' (*Wet Bevordering Evenredige Arbeidsdeelname Alloctonen*, WBEAA): i.e., those from Aruba, the Dutch Antilles, Ethiopia, Iraq, Iran, the former Yugoslavia, Morocco, Somalia, Surinam, Turkey and Vietnam.

Table 3.8
Part-time work per type of education, average 1993-1994

Type of education	%	qualitative charact.	trend 1992-'94
Primary Education			
Primary Education	25	average	-
LGSE, PVE			
Lower General Secondary Education	34	average	rising
PVE Agriculture	12	low	constant
PVE Construction trades	8	low	-
PVE Utilities installation	.	very low	-
PVE Mechanical trades	6	low	rising strongly
PVE Automobile trades	8	low	falling strongly
PVE Electrical trades	6	low	-
PVE Printing trades	.	low	-
PVE Food trades	16	average	rising strongly
PVE Textile and leather trades	51	very high	-
PVE Transport and harbour	.	very low	-
PVE Administration	38	high	-
PVE Commerce	37	high	-
PVE Community care, hotel and catering	62	very high	constant
PVE Security	.	low	-
HGSE, IVE			
Higher General Secondary Education	31	average	rising
IVE Agriculture and the natural environment	9	low	-
IVE Technical Laboratory	17	average	rising strongly
IVE Construction technology	4	very low	-
IVE Civil engineering	.	low	-
IVE Metalworking	.	very low	-
IVE Precision engineering	.	low	-
IVE Mechanical engineering	3	very low	rising strongly
IVE Automobile technology	6	low	rising strongly
IVE Electrical technology	4	very low	rising strongly
IVE Printing technology	.	very low	-
IVE Food technology	.	very low	-
IVE Process technologies	.	low	-
IVE Textile and leather technology	39	high	rising
IVE Transport and harbour	11	low	rising
IVE Nursing and paramedical services	60	very high	rising
IVE Medical laboratory	44	high	rising strongly
IVE Retail	23	average	rising
IVE Administration	13	low	rising strongly
IVE Tourism and recreation	24	average	-
IVE Commerce	11	low	rising strongly
IVE Secretarial	45	high	rising
IVE Legal and fiscal	17	average	rising strongly
IVE Social and cultural	44	high	constant
IVE Community care	53	very high	constant
IVE Hotel, catering and hairdressing	26	average	-
IVE Police, fire and defense	5	very low	-

Table 3.8 (continued)
Part-time work per type of education, average 1993-1994

Type of education	%	qualitative charact.	trend 1992-'94
HVE			
HVE Teacher training	35	average	constant
HVE Interpreter and translator	41	high	rising strongly
HVE Agriculture and environmental science	.	low	-
HVE Technical laboratory	20	average	rising strongly
HVE Construction and civil engineering	.	very low	-
HVE Mechanical engineering	.	very low	-
HVE Electronic and information technology	.	very low	-
HVE Transport and harbour	.	low	-
HVE Medical laboratory	45	high	-
HVE Nursing and paramedical services	47	high	-
HVE Business administration	.	low	-
HVE Accounting	.	low	-
HVE Commercial information science	.	low	-
HVE Tourism and recreation	.	average	-
HVE Commerce	.	very low	-
HVE Business administration technology	.	very low	-
HVE Legal and fiscal	12	low	rising strongly
HVE Social and cultural	42	high	rising
HVE Fine Arts	35	average	-
HVE Police, fire and defense	.	low	-
UE			
UE Arts	37	high	rising strongly
UE Theology	.	average	-
UE Agriculture and environmental science	19	average	rising strongly
UE Mathematics and natural sciences	15	low	falling
UE Construction and civil engineering	.	low	-
UE Mechanical engineering	.	low	-
UE Electrical engineering and information technology	.	very low	-
UE Veterinary and medical sciences and dentistry	20	average	-
UE Pharmacy	.	low	-
UE Economics, econometrics and business admin.	10	low	rising
UE Management science	.	very low	-
UE Information science	.	low	-
UE Law	16	average	rising
UE Public administration	.	low	-
UE Social sciences	36	high	-
UE Fine Arts	44	high	-

Source: CBS/ROA

Table 3.9
Part-time work among working school-leavers per field of study, 1994

Type of education and field of study	%	qualitative charact.
LGSE, PVE		
<i>Lower General Secondary Education</i>	72	high
<i>PVE Agriculture</i>	79	very high
<i>PVE Technical</i>		
PVE Construction trades	68	high
PVE Utilities installation	.	very high
PVE Mechanical trades	74	very high
PVE Automobile trades	80	very high
PVE Electrical trades	75	very high
PVE Printing trades	.	high
PVE Food trades	82	very high
PVE Textile and leather trades	69	high
<i>PVE Commerce and administration</i>		
PVE Office administration	62	high
PVE Retailing	60	high
<i>PVE Personal services</i>		
PVE Community care, hotel and catering	59	high
PVE Beauticians and hairdressing	94	very high
HGSE, IVE		
<i>Higher General Secondary Education</i>		
Senior General Secondary Education	.	high
Pre-university Education	.	high
<i>IVE Agriculture and the natural environment</i>		
SIVE Agricultural	67	high
IVE Agriculture-A	.	low
IVE Agriculture-B	35	average
<i>IVE Technical Laboratory</i>		
SIVE Laboratory	32	average
IVE Chemical laboratory	11	low
<i>IVE Technical</i>		
SIVE Metalworking	19	average
SIVE Automobile technology	70	high
SIVE Electrical technology	49	average
SIVE Food technology	78	very high
IVE Construction technology	7	very low
IVE Civil engineering	7	very low
IVE Metalworking	.	low
IVE Mechanical engineering	12	low
IVE Automobile technology	6	very low
IVE Electrical technology	16	average
IVE Process technologies	9	low
IVE Textile and leather technology	36	average
<i>IVE Transport and harbour</i>	14	low
<i>IVE Nursing and paramedical services</i>		
IVE Nursing and home care	27	average
IVE Medical assistant	33	average

Table 3.9 (continued)
Part-time work among working school-leavers per field of study, 1994

Type of education and field of study	%	qualitative charact.
<i>IVE Medical laboratory</i>	25	average
<i>IVE Commerce and administration</i>		
SIVE Retail	65	high
SIVE Administration	39	average
IVE Retail	22	average
IVE Administration	23	average
IVE Commerce	22	average
IVE Secretarial	16	average
<i>IVE Legal and fiscal</i>	24	average
<i>IVE Social and cultural</i>	39	average
<i>IVE Personal services</i>		
SIVE Community care	54	average
IVE Social services	54	average
IVE Community care	40	average
IVE Fashion and clothing	47	average
IVE Activities supervision	66	high
<i>IVE Hotel, catering and hairdressing</i>		
IVE Hotel and catering	7	very low
IVE Building and food services maintenance	58	high
IVE Beauticians and hairdressing	57	high
HVE		
<i>HVE Teacher training</i>		
HVE Primary school teacher	28	average
HVE Agricultural teacher	25	average
HVE Art and self-expression teacher	72	high
HVE Secondary school teacher	42	average
<i>HVE Interpreter and translator</i>	21	average
<i>HVE Agriculture</i>	12	low
<i>HVE Technical laboratory</i>	8	low
<i>HVE Technical</i>		
HVE Construction and civil engineering	8	low
HVE Mechanical engineering	7	very low
HVE Electronic technology	6	very low
<i>HVE Transport and harbour</i>	3	very low
<i>HVE Medical analysis</i>	8	low
<i>HVE Nursing and paramedical services</i>		
HVE Nursing	47	average
HVE Occupational and physiotherapy	57	high

Table 3.9 (continued)
Part-time work among working school-leavers per field of study, 1994

Type of education and field of study	%	qualitative charact.
<i>HVE Commerce and administration</i>		
HVE Business administration	7	very low
HVE Accounting	3	very low
HVE Commercial information science	3	very low
HVE Tourism	14	low
HVE Commerce	10	low
<i>HVE Business administration technology</i>	6	very low
<i>HVE Legal and fiscal</i>	9	low
<i>HVE Social and cultural</i>		
HVE Welfare and social work	55	high
HVE Personnel management	24	average
HVE Journalism	35	average
<i>HVE Fine Arts</i>	51	average

Source: RUBS/HBO Monitor/ROA

Table 3.10
Self-employment per type of education, average 1993-1994

Type of education	%	qualitative charact.	trend 1992-'94
Primary Education			
Primary Education	11	average	rising
LGSE, PVE			
Lower General Secondary Education	8	low	-
PVE Agriculture	43	very high	-
PVE Construction trades	8	low	rising strongly
PVE Utilities installation	.	-	-
PVE Mechanical trades	6	low	-
PVE Automobile trades	7	low	-
PVE Electrical trades	5	very low	rising strongly
PVE Printing trades	.	-	-
PVE Food trades	.	-	-
PVE Textile and leather trades	13	average	-
PVE Transport and harbour	.	low	-
PVE Administration	8	low	-
PVE Commerce	.	low	-
PVE Community care, hotel and catering	15	average	-
PVE Security	.	-	-
HGSE, IVE			
Higher General Secondary Education	9	average	rising strongly
IVE Agriculture and the natural environment	47	very high	constant
IVE Technical Laboratory	.	-	-
IVE Construction technology	16	high	rising
IVE Civil engineering	.	-	-
IVE Metalworking	5	very low	rising
IVE Precision engineering	20	high	rising strongly
IVE Mechanical engineering	4	very low	-
IVE Automobile technology	16	high	falling
IVE Electrical technology	5	very low	falling strongly
IVE Printing technology	13	average	-
IVE Food technology	23	high	rising strongly
IVE Process technologies	.	very low	-
IVE Textile and leather technology	14	average	-
IVE Transport and harbour	13	average	rising strongly
IVE Nursing and paramedical services	5	very low	-
IVE Medical laboratory	11	average	-
IVE Retail	24	high	-
IVE Administration	4	very low	-
IVE Tourism and recreation	.	-	-
IVE Commerce	9	average	rising strongly
IVE Secretarial	3	very low	rising strongly
IVE Legal and fiscal	.	very low	-
IVE Social and cultural	.	very low	-
IVE Community care	9	average	rising strongly
IVE Hotel, catering and hairdressing	35	very high	falling
IVE Police, fire and defense	.	very low	-

Table 3.10 (continued)
Self-employment per type of education, average 1993-1994

Type of education	%	qualitative charact.	trend 1992-'94
HVE			
HVE Teacher training	5	very low	rising
HVE Interpreter and translator	.	-	-
HVE Agriculture and environmental science	20	high	rising strongly
HVE Technical laboratory	.	-	-
HVE Construction and civil engineering	10	average	falling strongly
HVE Mechanical engineering	10	average	rising strongly
HVE Electronic and information technology	.	low	-
HVE Transport and harbour	.	low	-
HVE Medical laboratory	.	-	-
HVE Nursing and paramedical services	19	high	falling
HVE Business administration	.	-	-
HVE Accounting	12	average	-
HVE Commercial information science	.	-	-
HVE Tourism and recreation	.	-	-
HVE Commerce	.	-	-
HVE Business administration technology	.	-	-
HVE Legal and fiscal	.	average	-
HVE Social and cultural	6	low	-
HVE Fine Arts	44	very high	rising
HVE Police, fire and defense	.	-	-
UE			
UE Arts	11	average	-
UE Theology	.	-	-
UE Agriculture and environmental science	.	-	-
UE Mathematics and natural sciences	.	very low	-
UE Construction and civil engineering	24	high	-
UE Mechanical engineering	.	-	-
UE Electrical engineering and information technology	.	-	-
UE Veterinary and medical sciences and dentistry	40	very high	constant
UE Pharmacy	.	-	-
UE Economics, econometrics and business admin.	12	average	-
UE Management science	.	high	-
UE Information science	.	-	-
UE Law	17	high	rising
UE Public administration	.	-	-
UE Social sciences	8	low	-
UE Fine Arts	.	-	-

Source: CBS/ROA

* Including people working in the business or practice of their spouse or parents and freelancers etc.

Table 3.11
Flexible work per type of education, average 1993-1994

Type of education	%	qualitative charact.	trend 1992-'94
Primary Education			
Primary Education	8	average	-
LGSE, PVE			
Lower General Secondary Education	11	high	-
PVE Agriculture	5	low	-
PVE Construction trades	5	low	rising strongly
PVE Utilities installation	.	average	-
PVE Mechanical trades	5	low	rising strongly
PVE Automobile trades	6	average	rising strongly
PVE Electrical trades	6	average	falling strongly
PVE Printing trades	.	low	-
PVE Food trades	.	average	-
PVE Textile and leather trades	.	high	-
PVE Transport and harbour	.	low	-
PVE Administration	9	average	-
PVE Commerce	11	high	rising
PVE Community care, hotel and catering	12	very high	constant
PVE Security	.	low	-
HGSE, IVE			
Higher General Secondary Education	16	very high	-
IVE Agriculture and the natural environment	4	low	-
IVE Technical Laboratory	.	average	-
IVE Construction technology	2	low	rising
IVE Civil engineering	.	low	-
IVE Metalworking	.	low	-
IVE Precision engineering	.	low	-
IVE Mechanical engineering	5	low	rising strongly
IVE Automobile technology	.	low	-
IVE Electrical technology	4	low	rising strongly
IVE Printing technology	.	low	-
IVE Food technology	.	low	-
IVE Process technologies	.	low	-
IVE Textile and leather technology	9	average	-
IVE Transport and harbour	.	low	-
IVE Nursing and paramedical services	10	high	-
IVE Medical laboratory	.	low	-
IVE Retail	6	average	rising
IVE Administration	4	low	-
IVE Tourism and recreation	.	very high	-
IVE Commerce	8	average	rising
IVE Secretarial	9	average	-
IVE Legal and fiscal	.	low	-
IVE Social and cultural	7	average	-
IVE Community care	10	high	-
IVE Hotel, catering and hairdressing	5	low	-
IVE Police, fire and defense	.	low	-

Table 3.11 (continued)
Flexible work per type of education, average 1993-1994

Type of education	%	qualitative charact.	trend 1992-'94
HVE			
HVE Teacher training	7	average	-
HVE Interpreter and translator	.	very high	-
HVE Agriculture and environmental science	.	low	-
HVE Technical laboratory	.	low	-
HVE Construction and civil engineering	.	low	-
HVE Mechanical engineering	.	low	-
HVE Electronic and information technology	.	low	-
HVE Transport and harbour	.	low	-
HVE Medical laboratory	.	low	-
HVE Nursing and paramedical services	10	high	rising strongly
HVE Business administration	.	average	-
HVE Accounting	.	low	-
HVE Commercial information science	.	low	-
HVE Tourism and recreation	.	average	-
HVE Commerce	.	average	-
HVE Business administration technology	.	low	-
HVE Legal and fiscal	.	low	-
HVE Social and cultural	6	average	rising strongly
HVE Fine Arts	.	low	-
HVE Police, fire and defense	.	low	-
UE			
UE Arts	10	high	rising strongly
UE Theology	.	low	-
UE Agriculture and environmental science	.	low	-
UE Mathematics and natural sciences	.	low	-
UE Construction and civil engineering	.	low	-
UE Mechanical engineering	.	average	-
UE Electrical engineering and information technology	.	low	-
UE Veterinary and medical sciences and dentistry	.	low	-
UE Pharmacy	.	low	-
UE Economics, econometrics and business administration	6	average	rising strongly
UE Management science	.	low	-
UE Information science	.	average	-
UE Law	.	low	-
UE Public administration	.	low	-
UE Social sciences	5	low	-
UE Fine Arts	.	average	-

Source: CBS/ROA

Table 3.12
Percentage of employees with permanent employment per type of education, average 1993-1994

Type of education	%	qualitative charact.	trend 1992-'94
Primary Education			
Primary Education	91	low	constant
LGSE, PVE			
Lower General Secondary Education	88	very low	-
PVE Agriculture	92	low	-
PVE Construction trades	95	average	constant
PVE Utilities installation	94	average	constant
PVE Mechanical trades	95	average	constant
PVE Automobile trades	94	average	constant
PVE Electrical trades	93	average	-
PVE Printing trades	94	average	-
PVE Food trades	91	low	-
PVE Textile and leather trades	88	very low	-
PVE Transport and harbour	95	average	rising
PVE Administration	91	low	-
PVE Commerce	88	very low	constant
PVE Community care, hotel and catering	86	very low	constant
PVE Security	95	average	falling
HGSE, IVE			
Higher General Secondary Education	82	very low	constant
IVE Agriculture and the natural environment	92	low	constant
IVE Technical Laboratory	92	low	falling
IVE Construction technology	97	high	constant
IVE Civil engineering	94	average	-
IVE Metalworking	97	high	constant
IVE Precision engineering	96	high	falling
IVE Mechanical engineering	95	average	constant
IVE Automobile technology	96	high	-
IVE Electrical technology	95	average	-
IVE Printing technology	97	high	-
IVE Food technology	95	average	falling
IVE Process technologies	96	high	-
IVE Textile and leather technology	89	very low	-
IVE Transport and harbour	94	average	constant
IVE Nursing and paramedical services	90	low	-
IVE Medical laboratory	95	average	-
IVE Retail	92	low	constant
IVE Administration	96	high	constant
IVE Tourism and recreation	88	very low	falling
IVE Commerce	91	low	constant
IVE Secretarial	91	low	constant
IVE Legal and fiscal	98	very high	-
IVE Social and cultural	92	low	-
IVE Community care	90	low	constant
IVE Hotel, catering and hairdressing	93	average	rising
IVE Police, fire and defense	98	very high	constant

Table 3.12 (continued)

Percentage of employees with permanent employment per type of education, average 1993-1994

Type of education	%	qualitative charact.	trend 1992-'94
HVE			
HVE Teacher training	93	average	-
HVE Interpreter and translator	86	very low	rising
HVE Agriculture and environmental science	96	high	-
HVE Technical laboratory	97	high	rising
HVE Construction and civil engineering	98	high	constant
HVE Mechanical engineering	95	average	constant
HVE Electronic and information technology	98	very high	-
HVE Transport and harbour	96	high	constant
HVE Medical laboratory	96	high	constant
HVE Nursing and paramedical services	87	very low	-
HVE Business administration	92	low	falling
HVE Accounting	98	very high	-
HVE Commercial information science	98	very high	constant
HVE Tourism and recreation	90	low	constant
HVE Commerce	94	average	-
HVE Business administration technology	94	average	falling
HVE Legal and fiscal	95	average	falling
HVE Social and cultural	93	average	constant
HVE Fine Arts	91	low	constant
HVE Police, fire and defense	98	very high	constant
UE			
UE Arts	89	very low	-
UE Theology	94	average	-
UE Agriculture and environmental science	94	average	-
UE Mathematics and natural sciences	96	high	-
UE Construction and civil engineering	94	average	-
UE Mechanical engineering	95	average	-
UE Electrical engineering and information technology	93	average	falling
UE Veterinary and medical sciences and dentistry	93	average	constant
UE Pharmacy	97	high	constant
UE Economics, econometrics and business admin.	93	average	constant
UE Management science	96	high	-
UE Information science	93	average	falling
UE Law	95	average	constant
UE Public administration	95	average	-
UE Social sciences	95	average	-
UE Fine Arts	88	very low	-

Source: CBS/ROA

Table 3.13
Percentage of working school-leavers in permanent employment per field of study, 1994

Type of education and field of study	%	qualitative charact.
LGSE, PVE		
<i>Lower General Secondary Education</i>	50	average
<i>PVE Agriculture</i>	56	average
<i>PVE Technical</i>		
PVE Construction trades	64	high
PVE Utilities installation	.	high
PVE Mechanical trades	47	low
PVE Automobile trades	57	average
PVE Electrical trades	49	low
PVE Printing trades	.	very high
PVE Food trades	37	very low
PVE Textile and leather trades	65	high
<i>PVE Commerce and administration</i>		
PVE Office administration	42	very low
PVE Retailing	69	high
<i>PVE Personal services</i>		
PVE Community care, hotel and catering	65	high
PVE Beauticians and hairdressing	.	very high
HGSE, IVE		
<i>Higher General Secondary Education</i>		
Senior General Secondary Education	.	very high
Pre-university Education	.	very low
<i>IVE Agriculture and the natural environment</i>		
SIVE Agricultural	63	average
IVE Agriculture-A	.	average
IVE Agriculture-B	77	very high
<i>IVE Technical Laboratory</i>		
SIVE Laboratory	48	low
IVE Chemical laboratory	43	low
<i>IVE Technical</i>		
SIVE Metalworking	55	average
SIVE Automobile technology	48	low
SIVE Electrical technology	56	average
SIVE Food technology	33	very low
IVE Construction technology	65	high
IVE Civil engineering	61	average
IVE Metalworking	.	average
IVE Mechanical engineering	62	average
IVE Automobile technology	64	high
IVE Electrical technology	57	average
IVE Process technologies	.	low
IVE Textile and leather technology	75	very high
<i>IVE Transport and harbour</i>	66	high
<i>IVE Nursing and paramedical services</i>		
IVE Nursing and home care	65	high
IVE Medical assistant	77	very high

Table 3.13 (continued)
Percentage of working school-leavers in permanent employment per field of study, 1994

Type of education and field of study	%	qualitative charact.
<i>IVE Medical laboratory</i>	65	high
<i>IVE Commerce and administration</i>		
SIVE Retail	70	high
SIVE Administration	51	average
IVE Retail	72	very high
IVE Administration	61	average
IVE Commerce	63	average
IVE Secretarial	60	average
<i>IVE Legal and fiscal</i>	55	average
<i>IVE Social and cultural</i>	39	very low
<i>IVE Personal services</i>		
SIVE Community care	58	average
IVE Social services	71	high
IVE Community care	72	very high
IVE Fashion and clothing	69	high
IVE Activities supervision	71	high
<i>IVE Hotel, catering and hairdressing</i>		
IVE Hotel and catering	51	average
IVE Building and food services maintenance	48	low
IVE Beauticians and hairdressing	79	very high
HVE		
<i>HVE Teacher training</i>		
HVE Primary school teacher	53	average
HVE Agricultural teacher	43	low
HVE Art and self-expression teacher	47	low
HVE Secondary school teacher	41	very low
<i>HVE Interpreter and translator</i>	48	low
<i>HVE Agriculture</i>	47	low
<i>HVE Technical laboratory</i>	46	very low
<i>HVE Technical</i>		
HVE Construction and civil engineering	58	average
HVE Mechanical engineering	45	low
HVE Electronic technology	47	low
<i>HVE Transport and harbour</i>	93	very high
<i>HVE Medical analysis</i>	55	average
<i>HVE Nursing and paramedical services</i>		
HVE Nursing	70	high
HVE Occupational and physiotherapy	59	average

Table 3.13 (continued)
Percentage of working school-leavers in permanent employment per field of study, 1994

Type of education and field of study	%	qualitative charact.
<i>HVE Commerce and administration</i>		
HVE Business administration	53	average
HVE Accounting	80	very high
HVE Commercial information science	59	average
HVE Tourism	55	average
HVE Commerce	55	average
<i>HVE Business administration technology</i>	48	low
<i>HVE Legal and fiscal</i>	56	average
<i>HVE Social and cultural</i>		
HVE Welfare and social work	63	average
HVE Personnel management	46	low
HVE Journalism	45	low
<i>HVE Fine Arts</i>	58	average

Source: RUBS/HBO Monitor/ROA

Table 3.14

Average gross monthly wage of working school-leavers per field of study, 1994

Type of education and field of study	average gross monthly wage, guilders	qualitative charact.
LGSE, PVE		
<i>Lower General Secondary Education</i>	1,189	average for LGSE/PVE
<i>PVE Agriculture</i>	1,151	average for LGSE/PVE
<i>PVE Technical</i>		
PVE Construction trades	1,300	average for LGSE/PVE
PVE Utilities installation	.	average for LGSE/PVE
PVE Mechanical trades	1,133	average for LGSE/PVE
PVE Automobile trades	1,166	average for LGSE/PVE
PVE Electrical trades	1,046	average for LGSE/PVE
PVE Printing trades	.	high for LGSE/PVE
PVE Food trades	1,287	average for LGSE/PVE
PVE Textile and leather trades	1,048	average for LGSE/PVE
<i>PVE Commerce and administration</i>		
PVE Office administration	1,124	average for LGSE/PVE
PVE Retailing	1,203	average for LGSE/PVE
<i>PVE Personal services</i>		
PVE Community care, hotel and catering	1,075	average for LGSE/PVE
PVE Beauticians and hairdressing	1,000	average for LGSE/PVE
HGSE, IVE		
<i>Higher General Secondary Education</i>		
Senior General Secondary Education	.	low for HGSE/IVE
Pre-university Education	.	average for HGSE/IVE
<i>IVE Agriculture and the natural environment</i>		
SIVE Agricultural	.	average for HGSE/IVE
IVE Agriculture-A	.	high for HGSE/IVE
IVE Agriculture-B	2,111	average for HGSE/IVE
<i>IVE Technical Laboratory</i>		
SIVE Laboratory	2,485	high for HGSE/IVE
IVE Chemical laboratory	2,450	high for HGSE/IVE
<i>IVE Technical</i>		
SIVE Metalworking	.	average for HGSE/IVE
SIVE Automobile technology	1,855	average for HGSE/IVE
SIVE Electrical technology	.	average for HGSE/IVE
SIVE Food technology	.	average for HGSE/IVE
IVE Construction technology	2,393	average for HGSE/IVE
IVE Civil engineering	2,509	high for HGSE/IVE
IVE Metalworking	.	high for HGSE/IVE
IVE Mechanical engineering	2,263	average for HGSE/IVE
IVE Automobile technology	2,314	average for HGSE/IVE
IVE Electrical technology	2,290	average for HGSE/IVE
IVE Process technologies	.	very high for HGSE/IVE
IVE Textile and leather technology	2,270	average for HGSE/IVE
<i>IVE Transport and harbour</i>	2,186	average for HGSE/IVE
<i>IVE Nursing and paramedical services</i>		
IVE Nursing and home care	2,314	average for HGSE/IVE
IVE Medical assistant	2,072	average for HGSE/IVE

Table 3.14 (continued)
Average gross monthly wage of working school-leavers per field of study, 1994

Type of education and field of study	average gross monthly wage, guilders	qualitative charact.
<i>IVE Medical laboratory</i>	2,674	high for HGSE/IVE
<i>IVE Commerce and administration</i>		
SIVE Retail	1,888	average for HGSE/IVE
SIVE Administration	1,610	average for HGSE/IVE
IVE Retail	2,033	average for HGSE/IVE
IVE Administration	1,923	average for HGSE/IVE
IVE Commerce	1,938	average for HGSE/IVE
IVE Secretarial	1,852	average for HGSE/IVE
<i>IVE Legal and fiscal</i>	2,171	average for HGSE/IVE
<i>IVE Social and cultural</i>	2,234	average for HGSE/IVE
<i>IVE Personal services</i>		
SIVE Community care	1,683	average for HGSE/IVE
IVE Social services	2,070	average for HGSE/IVE
IVE Community care	2,099	average for HGSE/IVE
IVE Fashion and clothing	1,823	average for HGSE/IVE
IVE Activities supervision	2,617	high for HGSE/IVE
<i>IVE Hotel, catering and hairdressing</i>		
IVE Hotel and catering	2,732	high for HGSE/IVE
IVE Building and food services maintenance	2,066	average for HGSE/IVE
IVE Beauticians and hairdressing	1,749	average for HGSE/IVE
HVE		
<i>HVE Teacher training</i>		
HVE Primary school teacher	3,170	average for HVE
HVE Agricultural teacher	3,293	average for HVE
HVE Art and self-expression teacher	3,212	average for HVE
HVE Secondary school teacher	2,918	average for HVE
<i>HVE Interpreter and translator</i>	3,247	average for HVE
<i>HVE Agriculture</i>	3,086	average for HVE
<i>HVE Technical laboratory</i>	3,106	average for HVE
<i>HVE Technical</i>		
HVE Construction and civil engineering	3,333	average for HVE
HVE Mechanical engineering	3,237	average for HVE
HVE Electronic technology	3,273	average for HVE
<i>HVE Transport and harbour</i>	2,769	average for HVE
<i>HVE Medical analysis</i>	2,984	average for HVE
<i>HVE Nursing and paramedical services</i>		
HVE Nursing	3,405	average for HVE
HVE Occupational and physiotherapy	4,078	high for HVE

Table 3.14 (continued)
Average gross monthly wage of working school-leavers per field of study, 1994

Type of education and field of study	average gross monthly wage, guilders	qualitative charact.
<i>HVE Commerce and administration</i>		
HVE Business administration	3,100	average for HVE
HVE Accounting	3,267	average for HVE
HVE Commercial information science	3,253	average for HVE
HVE Tourism	2,576	low for HVE
HVE Commerce	3,115	average for HVE
<i>HVE Business administration technology</i>	3,222	average for HVE
<i>HVE Legal and fiscal</i>	3,076	average for HVE
<i>HVE Social and cultural</i>		
HVE Welfare and social work	3,227	average for HVE
HVE Personnel management	3,487	average for HVE
HVE Journalism	3,415	average for HVE
<i>HVE Fine Arts</i>	3,383	average for HVE

Source: RUBS/HBO Monitor/ROA

Table 3.15
Most important occupational classes per type of education, average 1993-1994

Type of education	%	trend 1992-'94
Primary Education		
<i>Primary Education</i>		
Porters, cleaners and domestics	9	-
Drivers and conductors	8	rising
Freight handlers and packers	7	-
Sales assistants	5	-
LGSE, PVE		
<i>Lower General Secondary Education</i>		
Book-keepers and bank employees	12	-
Purchasing and sales clerks	11	-
Sales assistants	9	falling
<i>PVE Agriculture</i>		
Farmers	37	-
Agricultural workers	19	-
Drivers and conductors	5	-
<i>PVE Construction trades</i>		
Carpenters and woodworkers	28	-
Bricklayers and plasterers	10	rising
Painters	5	falling strongly
Road construction workers and pipelayers	5	rising
Drivers and conductors	5	falling strongly
<i>PVE Utilities installation</i>		
Plumbers	38	-
<i>PVE Mechanical trades</i>		
Welders and engineering workers	15	rising
Lathe operators and metal workers	9	-
Drivers and conductors	7	-
Machinery mechanics and instrument makers	6	-
Managers and supervisors in manufacturing	6	rising
<i>PVE Automobile trades</i>		
Automobile mechanics	21	rising strongly
Drivers and conductors	16	-
<i>PVE Electrical trades</i>		
Electricians and telecommunication servicemen	26	falling
<i>PVE Printing trades</i>		
Printing industry production workers	44	falling
<i>PVE Food trades</i>		
Bakers and bakery personnel	16	falling strongly
Cooks, waiters and kitchen workers	13	-
<i>PVE Textile and leather trades</i>		
Sales assistants	15	-
<i>PVE Transport and harbour</i>		
Drivers and conductors	59	-

Table 3.15 (continued)
Most important occupational classes per type of education, average 1993-1994

Type of education	%	trend 1992-'94
<i>PVE Administration</i>		
Book-keepers and bank employees	23	-
Purchasing and sales clerks	14	-
Sales assistants	10	-
<i>PVE Commerce</i>		
Sales assistants	26	-
Book-keepers and bank employees	9	falling
<i>PVE Community care, hotel and catering</i>		
Sales assistants	15	rising
Porters, cleaners and domestics	13	-
Cooks, waiters and kitchen workers	11	-
Geriatric help and kindergarten staff	7	falling strongly
Book-keepers and bank employees	7	-
<i>PVE Security</i>		
Police, fire and security officers	63	rising
HGSE, IVE		
<i>Higher General Secondary Education</i>		
Purchasing and sales clerks	14	-
Book-keepers and bank employees	13	falling
Sales assistants	6	-
Secretaries and typists	5	rising
<i>IVE Agriculture and the natural environment</i>		
Farmers	40	rising
Agricultural workers	24	falling
<i>IVE Technical Laboratory</i>		
Technical analysts and laboratory assistants	45	rising strongly
<i>IVE Construction technology</i>		
Carpenters and woodworkers	25	-
Managers and supervisors in manufacturing	14	-
Painters	8	rising
Plumbers	7	-
Construction supervisors	6	falling
Bricklayers and plasterers	5	constant
<i>IVE Civil engineering</i>		
Managers and supervisors in manufacturing	17	-
Construction supervisors	16	-
Technical draughtsmen	12	-
<i>IVE Metalworking</i>		
Lathe operators and metal workers	21	-
Welders and engineering workers	19	rising strongly
Machinery mechanics and instrument makers	9	-
Managers and supervisors in manufacturing	9	falling
<i>IVE Precision engineering</i>		
-	-	-

Table 3.15 (continued)

Most important occupational classes per type of education, average 1993-1994

Type of education	%	trend 1992-'94
<i>IVE Mechanical engineering</i>		
Managers and supervisors in manufacturing	14	falling
Machinery mechanics and instrument makers	13	falling
Lathe operators and metal workers	7	constant
Technical draughtsmen	6	-
Construction machine operators construction and industry	6	-
<i>IVE Automobile technology</i>		
Automobile mechanics	30	-
Managers and supervisors in manufacturing	12	falling
Drivers and conductors	8	-
Machinery mechanics and instrument makers	6	-
Lathe operators and metal workers	6	-
<i>IVE Electrical technology</i>		
Electricians and telecommunication servicemen	34	constant
Managers and supervisors in manufacturing	11	-
Machinery mechanics and instrument makers	6	rising strongly
<i>IVE Printing technology</i>		
Printing industry production workers	42	falling
Managers and supervisors in manufacturing	18	-
Photographers and designers	12	falling
<i>IVE Food technology</i>		
Bakers and bakery personnel	25	-
Food and beverage processors	20	rising
Shopkeepers, retail and wholesale staff	13	rising strongly
Managers and supervisors in manufacturing	8	falling strongly
<i>IVE Process technologies</i>		
Chemical process workers	36	-
Managers and supervisors in manufacturing	15	-
<i>IVE Textile and leather technology</i>		
Sales assistants	18	-
Clothing production workers and sailmakers	10	-
Upholsterers, shoemakers and leatherworkers	8	-
<i>IVE Transport and harbour</i>		
Drivers and conductors	23	-
Purchasing and sales clerks	10	-
Managers and supervisors in manufacturing	9	falling
Ship's officers and marine inspectors	8	rising strongly
Book-keepers and bank employees	6	-
<i>IVE Nursing and paramedical services</i>		
Nursing staff	35	constant
Student nurses and home nursing personnel	29	constant
Doctors', dentists' and veterinary assistants	6	-
<i>IVE Medical laboratory</i>		
Pharmacy assistants and opticians	51	-
Medical and biological laboratory analysts	10	rising strongly

Table 3.15 (continued)
Most important occupational classes per type of education, average 1993-1994

Type of education	%	trend 1992-'94
<i>IVE Retail</i>		
Shopkeepers, retail and wholesale staff	16	rising
Sales assistants	13	-
Purchasing and sales clerks	11	constant
Book-keepers and bank employees	10	-
Commercial representatives, buyers and branch managers	7	constant
Managers and supervisors in manufacturing	5	rising strongly
<i>IVE Administration</i>		
Book-keepers and bank employees	52	-
Purchasing and sales clerks	13	falling
Senior finance and sales managers	6	falling strongly
<i>IVE Tourism and recreation</i>		
Telephonists, receptionists and pollsters	33	-
Book-keepers and bank employees	17	-
<i>IVE Commerce</i>		
Commercial representatives, buyers and branch managers	22	constant
Purchasing and sales clerks	19	-
Book-keepers and bank employees	15	-
<i>IVE Secretarial</i>		
Secretaries and typists	35	-
Purchasing and sales clerks	20	-
Book-keepers and bank employees	12	-
Telephonists, receptionists and pollsters	7	-
<i>IVE Legal and fiscal</i>		
Book-keepers and bank employees	31	falling
Purchasing and sales clerks	29	rising
<i>IVE Social and cultural</i>		
Community workers and probation officers	14	rising
Geriatric help and kindergarten staff	13	rising strongly
Student nurses and home nursing personnel	12	falling
Purchasing and sales clerks	9	rising
Library and archive assistants	5	-
<i>IVE Community care</i>		
Geriatric help and kindergarten staff	23	rising
Student nurses and home nursing personnel	13	rising
Cooks, waiters and kitchen workers	11	-
Hairdressers and beauticians	8	rising
Sales assistants	5	falling strongly
<i>IVE Hotel, catering and hairdressing</i>		
Hotel and catering owners and supervisors	21	rising
Hairdressers and beauticians	20	falling strongly
Cooks, waiters and kitchen workers	15	rising strongly
Sales assistants	6	-
<i>IVE Police, fire and defense</i>		
Police, fire and security officers	37	-
Military professionals	17	-

Table 3.15 (continued)

Most important occupational classes per type of education, average 1993-1994

Type of education	%	trend 1992-'94
HVE		
<i>HVE Teacher training</i>		
Primary and special education teachers	34	constant
Secondary and tertiary education teachers	28	constant
School principals and other higher educational professions	9	rising
<i>HVE Interpreter and translator</i>		
-	-	-
<i>HVE Agriculture and environmental science</i>		
-	-	-
<i>HVE Technical laboratory</i>		
Technical analysts and laboratory assistants	31	-
Medical and biological laboratory analysts	15	falling
Scientific researchers, technicians and statisticians	10	-
<i>HVE Construction and civil engineering</i>		
Architects and construction engineers	29	-
Managers and supervisors in manufacturing	20	-
Construction supervisors	13	rising strongly
Technical draughtsmen	9	-
<i>HVE Mechanical engineering</i>		
Managers and supervisors in manufacturing	28	-
Higher mechanical engineers	9	falling strongly
<i>HVE Electronic and information technology</i>		
Programmers and system analysts	31	-
Higher electrical engineers	17	-
Managers and supervisors in manufacturing	13	-
<i>HVE Transport and harbour</i>		
Managers and supervisors in manufacturing	17	falling strongly
Pilots and transport and freight supervisors	15	-
Ship's officers and marine inspectors	10	-
<i>HVE Medical laboratory</i>		
Medical and biological laboratory analysts	60	constant
<i>HVE Nursing and paramedical services</i>		
Nursing staff	30	falling
Physiotherapists and occupational therapists	28	rising strongly
Paramedics and related functions	14	-
<i>HVE Business administration</i>		
Book-keepers and bank employees	32	-
Managers and supervisors in manufacturing	13	-
<i>HVE Accounting</i>		
Accountants and economists	32	-
Book-keepers and bank employees	29	-
Senior finance and sales managers	15	-

Table 3.15 (continued)

Most important occupational classes per type of education, average 1993-1994

Type of education	%	trend 1992-'94
<i>HVE Commercial information science</i>		
Programmers and system analysts	70	falling
<i>HVE Tourism and recreation</i>		
-	-	-
<i>HVE Commerce</i>		
Commercial representatives, buyers and branch managers	20	-
<i>HVE Business administration technology</i>		
Managers and supervisors in manufacturing	29	-
Secretaries and typists	21	falling strongly
<i>HVE Legal and fiscal</i>		
Purchasing and sales clerks	20	-
Civil servants (public administration)	14	rising strongly
Accountants and economists	10	falling strongly
<i>HVE Social and cultural</i>		
Community workers and probation officers	24	-
Personnel officers and vocational advisors	10	constant
Librarians and archivists	7	rising strongly
Senior finance and sales managers	6	-
<i>HVE Fine Arts</i>		
Visual and performing artists	35	rising
Photographers and designers	20	falling
Secondary and tertiary education teachers	7	-
<i>HVE Police, fire and defense</i>		
Military professionals	42	-
UE		
<i>UE Arts</i>		
Secondary and tertiary education teachers	33	falling
Journalists and announcers	8	-
<i>UE Theology</i>		
Pastoral vocations	63	-
<i>UE Agriculture and environmental science</i>		
-	-	-
<i>UE Mathematics and natural sciences</i>		
Scientific researchers, technicians and statisticians	25	constant
Secondary and tertiary education teachers	23	falling strongly
Programmers and system analysts	10	falling strongly
Managers and supervisors in manufacturing	7	rising strongly
<i>UE Construction and civil engineering</i>		
Architects and construction engineers	49	-
<i>UE Mechanical engineering</i>		
-	-	-

Table 3.15 (continued)

Most important occupational classes per type of education, average 1993-1994

Type of education	%	trend 1992-'94
<i>UE Electrical engineering and information technology</i>		
Programmers and system analysts	27	-
Higher electrical engineers	21	falling strongly
<i>UE Veterinary and medical sciences and dentistry</i>		
Physicians, medical specialists and pharmacists	65	-
Dentists and dental specialists	10	falling
Vetinary surgeons	6	falling
<i>UE Pharmacy</i>		
Physicians, medical specialists and pharmacists	53	falling strongly
<i>UE Economics, econometrics and business administration</i>		
Accountants and economists	32	-
Managers and supervisors in manufacturing	14	falling
Book-keepers and bank employees	11	-
Secondary and tertiary education teachers	8	rising
Senior finance and sales managers	7	falling strongly
<i>UE Management science</i>		
Managers and supervisors in manufacturing	36	falling
<i>UE Information science</i>		
-	-	-
<i>UE Law</i>		
Legal professionals	47	-
Purchasing and sales clerks	10	rising strongly
Managers and supervisors in manufacturing	5	falling strongly
Civil servants (public administration)	5	-
<i>UE Public administration</i>		
Accountants and economists	31	-
<i>UE Social sciences</i>		
Social scientists	14	falling
Secondary and tertiary education teachers	13	-
Community workers and probation officers	10	falling strongly
Managers and supervisors in manufacturing	10	-
School principals and other higher educational professions	8	rising
Purchasing and sales clerks	7	rising
<i>UE Fine Arts</i>		
Secondary and tertiary education teachers	40	constant

Source: CBS/ROA

Table 3.16

Opportunities to switch to other occupational groups at a matching or higher function level per type of education, average 1993-1994

Type of education	Gini-Hirschman dispersion index	qualitative charact.
Primary Education		
Primary Education	0.98	very high
LGSE, PVE		
Lower General Secondary Education	0.95	high
PVE Agriculture	0.73	low
PVE Construction trades	0.86	average
PVE Utilities installation	0.63	very low
PVE Mechanical trades	0.97	very high
PVE Automobile trades	0.85	average
PVE Electrical trades	0.93	high
PVE Printing trades	0.88	average
PVE Food trades	0.87	average
PVE Textile and leather trades	0.95	high
PVE Transport and harbour	0.96	very high
PVE Administration	0.88	average
PVE Commerce	0.95	high
PVE Community care, hotel and catering	0.94	high
PVE Security	0.91	average
HGSE, IVE		
Higher General Secondary Education	0.95	high
IVE Agriculture and the natural environment	0.75	low
IVE Technical Laboratory	0.65	low
IVE Construction technology	0.89	average
IVE Civil engineering	0.89	average
IVE Metalworking	0.93	high
IVE Precision engineering	0.93	high
IVE Mechanical engineering	0.95	high
IVE Automobile technology	0.80	low
IVE Electrical technology	0.93	high
IVE Printing technology	0.92	high
IVE Food technology	0.90	average
IVE Process technologies	0.84	average
IVE Textile and leather technology	0.95	high
IVE Transport and harbour	0.93	high
IVE Nursing and paramedical services	0.74	low
IVE Medical laboratory	0.73	low
IVE Retail	0.96	very high
IVE Administration	0.71	low
IVE Tourism and recreation	0.79	low
IVE Commerce	0.92	high
IVE Secretarial	0.64	very low
IVE Legal and fiscal	0.84	average
IVE Social and cultural	0.89	average
IVE Community care	0.86	average
IVE Hotel, catering and hairdressing	0.86	average
IVE Police, fire and defense	0.85	average

Table 3.16 (continued)

Opportunities to switch to other occupational groups at a matching or higher function level per type of education, average 1993-1994

Type of education	Gini-Hirschman dispersion index	qualitative charact.
HVE		
HVE Teacher training	0.80	low
HVE Interpreter and translator	0.86	average
HVE Agriculture and environmental science	0.94	high
HVE Technical laboratory	0.82	average
HVE Construction and civil engineering	0.88	average
HVE Mechanical engineering	0.95	high
HVE Electronic and information technology	0.87	average
HVE Transport and harbour	0.93	high
HVE Medical laboratory	0.72	low
HVE Nursing and paramedical services	0.77	low
HVE Business administration	0.93	high
HVE Accounting	0.74	low
HVE Commercial information science	0.59	very low
HVE Tourism and recreation	0.78	low
HVE Commerce	0.90	average
HVE Business administration technology	0.92	high
HVE Legal and fiscal	0.90	average
HVE Social and cultural	0.86	average
HVE Fine Arts	0.87	average
HVE Police, fire and defense	0.86	average
UE		
UE Arts	0.78	low
UE Theology	0.57	very low
UE Agriculture and environmental science	0.95	high
UE Mathematics and natural sciences	0.91	average
UE Construction and civil engineering	0.81	low
UE Mechanical engineering	0.90	average
UE Electrical engineering and information technology	0.86	average
UE Veterinary and medical sciences and dentistry	0.51	very low
UE Pharmacy	0.60	very low
UE Economics, econometrics and business administration	0.87	average
UE Management science	0.88	average
UE Information science	0.64	very low
UE Law	0.81	low
UE Public administration	0.82	average
UE Social sciences	0.91	average
UE Fine Arts	0.75	low

Source: ROA

Table 3.17

Most important economic sectors per type of education, average 1993-1994

Type of education	%	trend 1992-'94
Primary Education		
<i>Primary Education</i>		
Commerce	15	constant
Metal and electrical industries	14	falling
Other commercial services	13	-
Construction	11	-
Transport, storage and communication	10	rising
Non-commercial services	8	constant
Other industry	7	-
Agriculture and fisheries	5	-
Food and beverage industry	5	falling
LGSE, PVE		
<i>Lower General Secondary Education</i>		
Commerce	22	-
Other commercial services	14	rising
Non-commercial services	11	-
Civil service, police, defense and education	11	-
Transport, storage and communication	9	falling
Metal and electrical industries	7	-
Financial services	5	-
<i>PVE Agriculture</i>		
Agriculture and fisheries	51	-
Commerce	10	rising
Transport, storage and communication	6	-
Civil service, police, defense and education	6	rising
Metal and electrical industries	6	rising strongly
Construction	5	rising strongly
<i>PVE Construction trades</i>		
Construction	42	falling
Other industry	10	-
Commerce	9	rising
Metal and electrical industries	9	-
Transport, storage and communication	7	falling
Other commercial services	7	rising strongly
<i>PVE Utilities installation</i>		
Construction	48	rising
Metal and electrical industries	12	-
Commerce	11	-
<i>PVE Mechanical trades</i>		
Metal and electrical industries	35	-
Construction	13	rising
Commerce	10	falling
Transport, storage and communication	9	falling strongly
Other commercial services	7	rising strongly
Civil service, police, defense and education	5	falling
Other industry	5	constant

Table 3.17 (continued)
Most important economic sectors per type of education, average 1993-1994

Type of education	%	trend 1992-'94
<i>PVE Automobile trades</i>		
Other commercial services	22	rising
Commerce	16	rising strongly
Transport, storage and communication	16	-
Metal and electrical industries	10	falling strongly
Construction	8	-
Civil service, police, defense and education	7	falling
Other industry	5	-
<i>PVE Electrical trades</i>		
Metal and electrical industries	20	-
Construction	19	-
Commerce	15	rising strongly
Transport, storage and communication	11	-
Other commercial services	8	-
Other industry	5	-
<i>PVE Printing trades</i>		
Other industry	45	falling
<i>PVE Food trades</i>		
Food and beverage industry	26	falling
Commerce	19	falling
Other commercial services	15	rising strongly
Transport, storage and communication	8	rising
Metal and electrical industries	7	-
Construction	6	-
<i>PVE Textile and leather trades</i>		
Commerce	30	rising
Non-commercial services	13	-
Other industry	12	-
Other commercial services	10	falling strongly
Metal and electrical industries	7	falling
Food and beverage industry	6	rising strongly
Agriculture and fisheries	5	-
<i>PVE Transport and harbour</i>		
Transport, storage and communication	55	-
Commerce	12	-
Construction	6	rising strongly
Other commercial services	5	rising strongly
<i>PVE Administration</i>		
Commerce	24	-
Other commercial services	13	-
Civil service, police, defense and education	11	rising
Transport, storage and communication	9	rising strongly
Non-commercial services	9	-
Metal and electrical industries	8	-
Financial services	7	falling strongly

Table 3.17 (continued)
Most important economic sectors per type of education, average 1993-1994

Type of education	%	trend 1992-'94
<i>PVE Commerce</i>		
Commerce	44	falling strongly
Other commercial services	9	-
Non-commercial services	8	falling strongly
Food and beverage industry	6	rising strongly
Transport, storage and communication	6	-
Metal and electrical industries	5	rising strongly
<i>PVE Community care, hotel and catering</i>		
Commerce	24	-
Non-commercial services	21	falling
Other commercial services	18	constant
Agriculture and fisheries	8	-
Metal and electrical industries	6	rising
Civil service, police, defense and education	5	constant
<i>PVE Security</i>		
Other commercial services	36	rising strongly
Civil service, police, defense and education	22	falling strongly
Transport, storage and communication	13	-
HGSE, IVE		
<i>Higher General Secondary Education</i>		
Other commercial services	20	rising
Commerce	16	-
Civil service, police, defense and education	13	-
Non-commercial services	12	constant
Financial services	9	-
Transport, storage and communication	8	-
<i>IVE Agriculture and the natural environment</i>		
Agriculture and fisheries	56	constant
Commerce	14	rising
Civil service, police, defense and education	8	-
<i>IVE Technical Laboratory</i>		
Chemicals	17	falling strongly
Civil service, police, defense and education	16	-
Other commercial services	14	falling strongly
Non-commercial services	13	-
Food and beverage industry	8	-
Metal and electrical industries	8	rising strongly
<i>IVE Construction technology</i>		
Construction	58	constant
Other industry	7	rising strongly
Other commercial services	7	falling
Commerce	6	-
Metal and electrical industries	5	-
Civil service, police, defense and education	5	falling

Table 3.17 (continued)
Most important economic sectors per type of education, average 1993-1994

Type of education	%	trend 1992-'94
<i>IVE Civil engineering</i>		
Construction	37	rising
Civil service, police, defense and education	34	rising
Other commercial services	10	falling strongly
Transport, storage and communication	5	-
<i>IVE Metalworking</i>		
Metal and electrical industries	53	falling
Commerce	9	rising strongly
Construction	7	falling
Transport, storage and communication	6	rising strongly
<i>IVE Precision engineering</i>		
Metal and electrical industries	34	falling strongly
Commerce	22	-
Civil service, police, defense and education	13	-
Non-commercial services	8	-
Other commercial services	7	-
<i>IVE Mechanical engineering</i>		
Metal and electrical industries	33	constant
Construction	11	-
Commerce	11	rising strongly
Other commercial services	9	-
Transport, storage and communication	7	-
Civil service, police, defense and education	5	-
Other industry	5	-
Energy	5	-
Chemicals	5	falling strongly
<i>IVE Automobile technology</i>		
Other commercial services	38	falling
Commerce	21	-
Transport, storage and communication	13	-
Metal and electrical industries	10	-
<i>IVE Electrical technology</i>		
Metal and electrical industries	21	falling
Construction	19	-
Commerce	15	constant
Transport, storage and communication	10	-
Other commercial services	8	rising
Energy	6	-
Civil service, police, defense and education	6	rising strongly
<i>IVE Printing technology</i>		
Other industry	60	-
Other commercial services	12	-
Commerce	9	rising
Metal and electrical industries	5	falling
<i>IVE Food technology</i>		
Food and beverage industry	41	-
Commerce	37	rising
Other commercial services	7	rising strongly

Table 3.17 (continued)
Most important economic sectors per type of education, average 1993-1994

Type of education	%	trend 1992-'94
<i>IVE Process technologies</i>		
Chemicals	43	-
Metal and electrical industries	15	falling strongly
Food and beverage industry	11	rising strongly
Civil service, police, defense and education	9	-
Energy	7	-
<i>IVE Textile and leather technology</i>		
Commerce	38	-
Other industry	14	falling
Other commercial services	12	rising
Non-commercial services	11	-
Civil service, police, defense and education	6	rising strongly
Metal and electrical industries	5	-
<i>IVE Transport and harbour</i>		
Transport, storage and communication	54	falling
Commerce	8	rising strongly
Metal and electrical industries	7	-
Other commercial services	5	rising strongly
<i>IVE Nursing and paramedical services</i>		
Non-commercial services	86	constant
<i>IVE Medical laboratory</i>		
Commerce	53	-
Non-commercial services	28	constant
Metal and electrical industries	6	rising strongly
<i>IVE Retail</i>		
Commerce	41	constant
Other commercial services	11	-
Civil service, police, defense and education	7	rising
Non-commercial services	6	constant
Transport, storage and communication	5	-
Metal and electrical industries	5	falling
Construction	5	-
Financial services	5	constant
<i>IVE Administration</i>		
Other commercial services	21	-
Civil service, police, defense and education	15	falling
Commerce	14	rising strongly
Financial services	9	-
Non-commercial services	8	constant
Construction	7	falling strongly
Metal and electrical industries	7	rising
Transport, storage and communication	6	-
<i>IVE Tourism and recreation</i>		
Transport, storage and communication	38	rising
Financial services	15	-
Other commercial services	11	rising strongly
Non-commercial services	10	-
Commerce	9	-

Table 3.17 (continued)
Most important economic sectors per type of education, average 1993-1994

Type of education	%	trend 1992-'94
<i>IVE Commerce</i>		
Commerce	22	-
Financial services	17	-
Other commercial services	11	-
Construction	8	-
Metal and electrical industries	7	falling
Transport, storage and communication	7	rising strongly
Civil service, police, defense and education	7	-
Other industry	5	rising strongly
<i>IVE Secretarial</i>		
Non-commercial services	23	-
Other commercial services	16	rising
Commerce	14	constant
Civil service, police, defense and education	14	falling
Financial services	7	falling strongly
Metal and electrical industries	6	-
<i>IVE Legal and fiscal</i>		
Civil service, police, defense and education	71	constant
Other commercial services	10	-
<i>IVE Social and cultural</i>		
Non-commercial services	46	-
Civil service, police, defense and education	26	rising
Other commercial services	5	-
<i>IVE Community care</i>		
Non-commercial services	49	-
Other commercial services	21	rising
Commerce	10	falling
Civil service, police, defense and education	5	rising
<i>IVE Hotel, catering and hairdressing</i>		
Other commercial services	57	-
Commerce	11	-
Non-commercial services	10	rising strongly
Civil service, police, defense and education	5	-
<i>IVE Police, fire and defense</i>		
Civil service, police, defense and education	64	falling
Transport, storage and communication	6	rising strongly
Other commercial services	6	rising strongly
HVE		
<i>HVE Teacher training</i>		
Civil service, police, defense and education	71	constant
Non-commercial services	11	-
<i>HVE Interpreter and translator</i>		
Civil service, police, defense and education	25	rising strongly
Non-commercial services	16	-
Other commercial services	16	falling strongly

Table 3.17 (continued)
Most important economic sectors per type of education, average 1993-1994

Type of education	%	trend 1992-'94
<i>HVE Agriculture and environmental science</i>		
Civil service, police, defense and education	27	rising
Agriculture and fisheries	17	-
Other commercial services	16	-
Non-commercial services	10	-
Commerce	7	-
Food and beverage industry	7	rising strongly
<i>HVE Technical laboratory</i>		
Civil service, police, defense and education	21	rising strongly
Non-commercial services	20	constant
Chemicals	19	-
Other commercial services	10	falling strongly
Commerce	5	falling strongly
Metal and electrical industries	5	falling strongly
<i>HVE Construction and civil engineering</i>		
Other commercial services	30	-
Civil service, police, defense and education	27	-
Construction	26	rising
<i>HVE Mechanical engineering</i>		
Metal and electrical industries	32	-
Other commercial services	20	rising strongly
Commerce	11	-
Civil service, police, defense and education	9	-
Energy	6	rising strongly
<i>HVE Electronic and information technology</i>		
Metal and electrical industries	30	-
Other commercial services	20	rising strongly
Commerce	10	-
Civil service, police, defense and education	9	-
Transport, storage and communication	6	rising strongly
Energy	6	rising strongly
Non-commercial services	5	-
<i>HVE Transport and harbour</i>		
Transport, storage and communication	35	falling strongly
Other commercial services	10	-
Metal and electrical industries	9	-
Civil service, police, defense and education	9	rising
Energy	8	-
Commerce	8	-
<i>HVE Medical laboratory</i>		
Non-commercial services	76	-
Civil service, police, defense and education	6	rising strongly
<i>HVE Nursing and paramedical services</i>		
Non-commercial services	85	constant
Civil service, police, defense and education	5	rising strongly

Table 3.17 (continued)
Most important economic sectors per type of education, average 1993-1994

Type of education	%	trend 1992-'94
<i>HVE Business administration</i>		
Other commercial services	27	rising strongly
Financial services	13	falling strongly
Commerce	13	falling strongly
Civil service, police, defense and education	11	falling strongly
Metal and electrical industries	8	-
Transport, storage and communication	6	-
Non-commercial services	5	rising strongly
<i>HVE Accounting</i>		
Other commercial services	36	falling
Civil service, police, defense and education	13	falling strongly
Financial services	10	-
Commerce	9	falling
Non-commercial services	7	rising strongly
Construction	6	rising strongly
Metal and electrical industries	5	-
<i>HVE Commercial information science</i>		
Other commercial services	29	-
Civil service, police, defense and education	14	rising
Financial services	12	rising strongly
Commerce	10	-
Metal and electrical industries	9	falling strongly
Transport, storage and communication	6	falling strongly
Non-commercial services	6	-
<i>HVE Tourism and recreation</i>		
Transport, storage and communication	29	-
Other commercial services	19	-
Non-commercial services	17	-
<i>HVE Commerce</i>		
Commerce	26	-
Financial services	16	-
Metal and electrical industries	12	rising strongly
Other commercial services	10	falling strongly
Other industry	6	falling strongly
Food and beverage industry	5	-
<i>HVE Business administration technology</i>		
Commerce	20	-
Other commercial services	19	-
Metal and electrical industries	16	falling strongly
Financial services	12	-
<i>HVE Legal and fiscal</i>		
Civil service, police, defense and education	56	rising
Other commercial services	17	-
Financial services	7	falling strongly
Commerce	6	-
Non-commercial services	5	-
<i>HVE Social and cultural</i>		
Non-commercial services	48	constant
Civil service, police, defense and education	25	rising
Other commercial services	8	falling

Table 3.17 (continued)
Most important economic sectors per type of education, average 1993-1994

Type of education	%	trend 1992-'94
<i>HVE Fine Arts</i>		
Non-commercial services	45	rising
Other commercial services	20	rising strongly
Civil service, police, defense and education	11	rising
Commerce	7	falling strongly
Other industry	5	falling strongly
<i>HVE Police, fire and defense</i>		
Civil service, police, defense and education	70	falling
UE		
<i>UE Arts</i>		
Civil service, police, defense and education	50	falling
Non-commercial services	16	-
Other commercial services	15	rising strongly
<i>UE Theology</i>		
Non-commercial services	73	-
Civil service, police, defense and education	17	falling strongly
<i>UE Agriculture and environmental science</i>		
Civil service, police, defense and education	37	rising
Other commercial services	23	rising strongly
Non-commercial services	20	falling strongly
<i>UE Mathematics and natural sciences</i>		
Civil service, police, defense and education	41	-
Non-commercial services	16	-
Other commercial services	15	rising
Chemicals	5	-
Mechanical and electrical engineering	5	-
<i>UE Construction and civil engineering</i>		
Other commercial services	53	-
Civil service, police, defense and education	22	-
Construction	6	falling strongly
Non-commercial services	6	rising strongly
<i>UE Mechanical engineering</i>		
Metal and electrical industries	28	constant
Civil service, police, defense and education	18	-
Other commercial services	16	falling strongly
<i>UE Pharmacy</i>		
Commerce	55	falling
Civil service, police, defense and education	21	rising strongly
<i>UE Economics, econometrics and business administration</i>		
Other commercial services	31	-
Civil service, police, defense and education	22	-
Financial services	14	falling
Commerce	6	-
Non-commercial services	6	-
Metal and electrical industries	5	-

Table 3.17 (continued)
Most important economic sectors per type of education, average 1993-1994

Type of education	%	trend 1992-'94
<i>UE Management science</i>		
Other commercial services	30	-
Transport, storage and communication	14	rising strongly
Civil service, police, defense and education	10	-
Metal and electrical industries	9	rising strongly
<i>UE Information science</i>		
Civil service, police, defense and education	36	rising strongly
Other commercial services	27	-
<i>UE Law</i>		
Civil service, police, defense and education	37	rising strongly
Other commercial services	33	-
Financial services	9	rising strongly
Non-commercial services	7	falling strongly
<i>UE Public administration</i>		
Other commercial services	41	rising strongly
Civil service, police, defense and education	40	-
<i>UE Social sciences</i>		
Civil service, police, defense and education	39	rising
Non-commercial services	37	falling
Other commercial services	9	falling
<i>UE Fine Arts</i>		
Civil service, police, defense and education	52	-
Non-commercial services	26	-

Source: CBS/ROA

Table 3.18

Opportunities to switch to other economic sub-sectors per type of education, average 1993-1994

Type of education	Gini-Hirschman dispersion index	qualitative charact.
Primary Education		
Primary Education	0.98	very high
LGSE, PVE		
Lower General Secondary Education	0.98	very high
PVE Agriculture	0.76	low
PVE Construction trades	0.84	average
PVE Utilities installation	0.87	average
PVE Mechanical trades	0.97	very high
PVE Automobile trades	0.95	high
PVE Electrical trades	0.96	high
PVE Printing trades	0.81	average
PVE Food trades	0.92	average
PVE Textile and leather trades	0.95	high
PVE Transport and harbour	0.82	average
PVE Administration	0.97	very high
PVE Commerce	0.91	average
PVE Community care, hotel and catering	0.95	high
PVE Security	0.84	average
HGSE, IVE		
Higher General Secondary Education	0.97	very high
IVE Agriculture and the natural environment	0.68	low
IVE Technical Laboratory	0.95	high
IVE Construction technology	0.77	low
IVE Civil engineering	0.79	low
IVE Metalworking	0.93	average
IVE Precision engineering	0.96	high
IVE Mechanical engineering	0.97	very high
IVE Automobile technology	0.86	average
IVE Electrical technology	0.95	high
IVE Printing technology	0.67	low
IVE Food technology	0.77	low
IVE Process technologies	0.86	average
IVE Textile and leather technology	0.93	average
IVE Transport and harbour	0.94	high
IVE Nursing and paramedical services	0.49	very low
IVE Medical laboratory	0.82	average
IVE Retail	0.95	high
IVE Administration	0.95	high
IVE Tourism and recreation	0.91	average
IVE Commerce	0.96	high
IVE Secretarial	0.95	high
IVE Legal and fiscal	0.52	very low
IVE Social and cultural	0.87	average
IVE Community care	0.87	average
IVE Hotel, catering and hairdressing	0.85	average
IVE Police, fire and defense	0.60	very low

Table 3.18 (continued)

Opportunities to switch to other economic sub-sectors per type of education, average 1993-1994

Type of education	Gini-Hirschman dispersion index	qualitative charact.
HVE		
HVE Teacher training	0.56	very low
HVE Interpreter and translator	0.93	average
HVE Agriculture and environmental science	0.89	average
HVE Technical laboratory	0.93	average
HVE Construction and civil engineering	0.81	average
HVE Mechanical engineering	0.94	high
HVE Electronic and information technology	0.91	average
HVE Transport and harbour	0.95	high
HVE Medical laboratory	0.52	very low
HVE Nursing and paramedical services	0.45	very low
HVE Business administration	0.93	average
HVE Accounting	0.86	average
HVE Commercial information science	0.90	average
HVE Tourism and recreation	0.94	high
HVE Commerce	0.97	very high
HVE Business administration technology	0.94	high
HVE Legal and fiscal	0.72	low
HVE Social and cultural	0.89	average
HVE Fine Arts	0.80	low
HVE Police, fire and defense	0.57	very low
UE		
UE Arts	0.80	low
UE Theology	0.65	low
UE Agriculture and environmental science	0.89	average
UE Mathematics and natural sciences	0.85	average
UE Construction and civil engineering	0.70	low
UE Mechanical engineering	0.93	average
UE Electrical engineering and information technology	0.88	average
UE Veterinary and medical sciences and dentistry	0.41	very low
UE Pharmacy	0.80	low
UE Economics, econometrics and business administration	0.88	average
UE Management science	0.88	average
UE Information science	0.83	average
UE Law	0.79	low
UE Public administration	0.77	low
UE Social sciences	0.88	average
UE Fine Arts	0.72	low

Source: ROA

Table 3.19

Overview of types of education facing (strong) competition on the labour market

Type of education	index of competition
Primary Education	
PVE Community care, hotel and catering	0.69
PVE Textile and leather trades	0.63
Lower General Secondary Education	0.61
IVE Transport and harbour	0.52
PVE Transport and harbour	0.51
IVE Retail	0.49
PVE Mechanical trades	0.48
PVE Commerce	0.44
PVE Automobile trades	0.41
Higher General Secondary Education	0.39
PVE Construction trades	0.38
PVE Administration	0.38
IVE Textile and leather technology	0.33
PVE Agriculture	0.32
IVE Community care	0.32
PVE Electrical trades	0.31
Lower General Secondary Education	
Higher General Secondary Education	0.92
IVE Retail	0.91
PVE Administration	0.89
IVE Commerce	0.75
PVE Community care, hotel and catering	0.75
PVE Commerce	0.71
IVE Administration	0.63
IVE Textile and leather technology	0.62
Primary Education	0.61
IVE Legal and fiscal	0.60
IVE Secretarial	0.58
HVE Business administration	0.57
PVE Textile and leather trades	0.56
HVE Legal and fiscal	0.48
HVE Commerce	0.48
IVE Tourism and recreation	0.42
IVE Community care	0.41
IVE Social and cultural	0.39
IVE Transport and harbour	0.37
HVE Accounting	0.31
PVE Agriculture	
IVE Agriculture and the natural environment	0.97
HVE Agriculture and environmental science	0.42
Primary Education	0.32
PVE Construction trades	
IVE Construction technology	0.83
Primary Education	0.38
PVE Utilities installation	
-	-

Table 3.19 (continued)
Overview of types of education facing (strong) competition on the labour market

Type of education	index of competition
PVE Mechanical trades	
IVE Metalworking	0.83
IVE Mechanical engineering	0.54
Primary Education	0.48
PVE Transport and harbour	0.41
IVE Transport and harbour	0.35
PVE Automobile trades	0.35
PVE Electrical trades	0.31
PVE Automobile trades	
IVE Automobile technology	0.89
PVE Transport and harbour	0.59
IVE Transport and harbour	0.48
Primary Education	0.41
PVE Mechanical trades	0.35
PVE Electrical trades	
IVE Electrical technology	0.86
Primary Education	0.31
PVE Mechanical trades	0.31
PVE Printing trades	
IVE Printing technology	0.80
PVE Food trades	
IVE Food technology	0.77
PVE Textile and leather trades	
PVE Community care, hotel and catering	0.81
PVE Commerce	0.81
IVE Textile and leather technology	0.69
Primary Education	0.63
IVE Retail	0.59
Lower General Secondary Education	0.56
PVE Administration	0.42
IVE Community care	0.39
IVE Precision engineering	0.33
Higher General Secondary Education	0.30
PVE Transport and harbour	
IVE Transport and harbour	0.79
PVE Automobile trades	0.59
Primary Education	0.51
PVE Mechanical trades	0.41

Table 3.19 (continued)

Overview of types of education facing (strong) competition on the labour market

Type of education	index of competition
PVE Administration	
Lower General Secondary Education	0.89
Higher General Secondary Education	0.86
IVE Administration	0.84
IVE Retail	0.83
HVE Business administration	0.79
IVE Commerce	0.75
PVE Commerce	0.66
IVE Legal and fiscal	0.65
PVE Community care, hotel and catering	0.58
IVE Textile and leather technology	0.57
HVE Legal and fiscal	0.51
IVE Secretarial	0.50
HVE Accounting	0.45
PVE Textile and leather trades	0.42
HVE Commerce	0.42
IVE Tourism and recreation	0.41
Primary Education	0.38
PVE Commerce	
IVE Textile and leather technology	0.87
PVE Textile and leather trades	0.81
IVE Retail	0.79
PVE Community care, hotel and catering	0.76
Lower General Secondary Education	0.71
Higher General Secondary Education	0.52
IVE Commerce	0.46
Primary Education	0.44
IVE Precision engineering	0.39
HVE Commerce	0.32
IVE Administration	0.31
PVE Community care, hotel and catering	
PVE Textile and leather trades	0.81
Lower General Secondary Education	0.75
Primary Education	0.69
IVE Retail	0.67
IVE Textile and leather technology	0.63
PVE Administration	0.58
IVE Community care	0.58
Higher General Secondary Education	0.56
IVE Commerce	0.40
IVE Hotel, catering and hairdressing	0.37
IVE Social and cultural	0.33
IVE Administration	0.30
PVE Security	
-	-

Table 3.19 (continued)

Overview of types of education facing (strong) competition on the labour market

Type of education	index of competition
Higher General Secondary Education	
Lower General Secondary Education	0.92
PVE Administration	0.86
IVE Retail	0.82
IVE Commerce	0.80
IVE Legal and fiscal	0.70
IVE Administration	0.70
IVE Secretarial	0.67
HVE Business administration	0.64
HVE Legal and fiscal	0.59
PVE Commerce	0.52
HVE Commerce	0.51
IVE Tourism and recreation	0.47
IVE Textile and leather technology	0.47
IVE Social and cultural	0.41
Primary Education	0.39
HVE Accounting	0.38
UE Economics, econometrics and business administration	0.34
IVE Community care	0.34
IVE Transport and harbour	0.31
PVE Textile and leather trades	0.30
IVE Agriculture and the natural environment	
PVE Agriculture	0.97
HVE Agriculture and environmental science	0.44
IVE Technical Laboratory	
HVE Technical laboratory	0.98
HVE Medical laboratory	0.36
IVE Construction technology	
PVE Construction trades	0.83
IVE Civil engineering	0.33
IVE Civil engineering	
HVE Construction and civil engineering	0.43
IVE Construction technology	0.33
IVE Metalworking	
PVE Mechanical trades	0.83
IVE Mechanical engineering	0.60
IVE Precision engineering	
PVE Commerce	0.39
IVE Textile and leather technology	0.36
PVE Textile and leather trades	0.33

Table 3.19 (continued)

Overview of types of education facing (strong) competition on the labour market

Type of education	index of competition
IVE Mechanical engineering	
IVE Metalworking	0.60
PVE Mechanical trades	0.54
HVE Mechanical engineering	0.37
IVE Electrical technology	0.34
IVE Automobile technology	0.31
IVE Automobile technology	
PVE Automobile trades	0.89
IVE Mechanical engineering	0.31
IVE Electrical technology	
PVE Electrical trades	0.86
IVE Mechanical engineering	0.34
IVE Printing technology	
PVE Printing trades	0.80
IVE Food technology	
PVE Food trades	0.77
IVE Process technologies	
-	-
IVE Textile and leather technology	
PVE Commerce	0.87
IVE Retail	0.72
PVE Textile and leather trades	0.69
PVE Community care, hotel and catering	0.63
Lower General Secondary Education	0.62
PVE Administration	0.57
Higher General Secondary Education	0.47
IVE Commerce	0.44
IVE Precision engineering	0.36
HVE Commerce	0.34
Primary Education	0.33
IVE Transport and harbour	
PVE Transport and harbour	0.79
Primary Education	0.52
PVE Automobile trades	0.48
Lower General Secondary Education	0.37
PVE Mechanical trades	0.35
Higher General Secondary Education	0.31
IVE Nursing and paramedical services	
HVE Nursing and paramedical services	0.63
IVE Social and cultural	0.36
IVE Community care	0.33

Table 3.19 (continued)
Overview of types of education facing (strong) competition on the labour market

Type of education	index of competition
IVE Medical laboratory	
-	-
IVE Retail	
Lower General Secondary Education	0.91
PVE Administration	0.83
Higher General Secondary Education	0.82
PVE Commerce	0.79
IVE Commerce	0.72
IVE Textile and leather technology	0.72
PVE Community care, hotel and catering	0.67
PVE Textile and leather trades	0.59
IVE Administration	0.55
HVE Business administration	0.49
Primary Education	0.49
IVE Legal and fiscal	0.48
IVE Secretarial	0.48
HVE Commerce	0.48
HVE Legal and fiscal	0.41
IVE Tourism and recreation	0.34
IVE Administration	
HVE Business administration	0.99
PVE Administration	0.84
HVE Accounting	0.70
Higher General Secondary Education	0.70
Lower General Secondary Education	0.63
IVE Commerce	0.60
IVE Legal and fiscal	0.56
IVE Retail	0.55
HVE Legal and fiscal	0.44
IVE Tourism and recreation	0.41
UE Economics, econometrics and business administration	0.38
IVE Secretarial	0.35
PVE Commerce	0.31
PVE Community care, hotel and catering	0.30
IVE Tourism and recreation	
HVE Tourism and recreation	0.86
IVE Secretarial	0.50
Higher General Secondary Education	0.47
Lower General Secondary Education	0.42
IVE Administration	0.41
PVE Administration	0.41
HVE Business administration	0.39
IVE Retail	0.34
IVE Commerce	0.32

Table 3.19 (continued)

Overview of types of education facing (strong) competition on the labour market

Type of education	index of competition
IVE Commerce	
Higher General Secondary Education	0.80
Lower General Secondary Education	0.75
PVE Administration	0.75
IVE Retail	0.72
IVE Legal and fiscal	0.71
HVE Commerce	0.65
IVE Administration	0.60
HVE Legal and fiscal	0.57
HVE Business administration	0.56
IVE Secretarial	0.52
PVE Commerce	0.46
IVE Textile and leather technology	0.44
PVE Community care, hotel and catering	0.40
IVE Tourism and recreation	0.32
HVE Accounting	0.30
IVE Secretarial	
Higher General Secondary Education	0.67
Lower General Secondary Education	0.58
IVE Commerce	0.52
IVE Tourism and recreation	0.50
PVE Administration	0.50
IVE Legal and fiscal	0.41
HVE Legal and fiscal	0.36
IVE Administration	0.35
IVE Legal and fiscal	
HVE Legal and fiscal	0.77
IVE Commerce	0.71
Higher General Secondary Education	0.70
PVE Administration	0.65
Lower General Secondary Education	0.60
HVE Commerce	0.59
HVE Business administration	0.53
IVE Retail	0.48
IVE Secretarial	0.41
UE Economics, econometrics and business administration	0.37
UE Law	0.34
IVE Social and cultural	
HVE Social and cultural	0.75
IVE Community care	0.67
Higher General Secondary Education	0.41
Lower General Secondary Education	0.39
IVE Nursing and paramedical services	0.36
UE Social sciences	0.34
PVE Community care, hotel and catering	0.33

Table 3.19 (continued)
Overview of types of education facing (strong) competition on the labour market

Type of education	index of competition
IVE Community care	
IVE Social and cultural	0.67
PVE Community care, hotel and catering	0.58
Lower General Secondary Education	0.41
PVE Textile and leather trades	0.39
IVE Hotel, catering and hairdressing	0.38
Higher General Secondary Education	0.34
IVE Nursing and paramedical services	0.33
Primary Education	0.32
IVE Hotel, catering and hairdressing	
IVE Community care	0.38
PVE Community care, hotel and catering	0.37
IVE Police, fire and defense	
HVE Police, fire and defense	0.47
HVE Teacher training	
-	-
HVE Interpreter and translator	
-	-
HVE Agriculture and environmental science	
IVE Agriculture and the natural environment	0.44
PVE Agriculture	0.42
UE Agriculture and environmental science	0.39
HVE Technical laboratory	
IVE Technical Laboratory	0.98
HVE Medical laboratory	0.47
HVE Construction and civil engineering	
IVE Civil engineering	0.43
UE Construction and civil engineering	0.42
HVE Mechanical engineering	
UE Mechanical engineering	0.61
IVE Mechanical engineering	0.37
HVE Electronic and information technology	
UE Electrical engineering and information technology	0.93
HVE Commercial information science	0.81
UE Information science	0.77
HVE Business administration technology	0.44

Table 3.19 (continued)

Overview of types of education facing (strong) competition on the labour market

Type of education	index of competition
HVE Transport and harbour	
-	-
HVE Medical laboratory	
HVE Technical laboratory	0.47
IVE Technical Laboratory	0.36
HVE Nursing and paramedical services	
IVE Nursing and paramedical services	0.63
HVE Business administration	
IVE Administration	0.99
PVE Administration	0.79
HVE Accounting	0.78
Higher General Secondary Education	0.64
Lower General Secondary Education	0.57
IVE Commerce	0.56
IVE Legal and fiscal	0.53
IVE Retail	0.49
HVE Legal and fiscal	0.45
UE Economics, econometrics and business administration	0.44
IVE Tourism and recreation	0.39
HVE Accounting	
HVE Business administration	0.78
UE Economics, econometrics and business administration	0.70
IVE Administration	0.70
UE Public administration	0.67
PVE Administration	0.45
HVE Legal and fiscal	0.42
Higher General Secondary Education	0.38
Lower General Secondary Education	0.31
IVE Commerce	0.30
HVE Commercial information science	
UE Information science	0.94
UE Electrical engineering and information technology	0.63
HVE Business administration technology	0.54
HVE Tourism and recreation	
IVE Tourism and recreation	0.86

Table 3.19 (continued)

Overview of types of education facing (strong) competition on the labour market

Type of education	index of competition
HVE Commerce	
IVE Commerce	0.65
IVE Legal and fiscal	0.59
Higher General Secondary Education	0.51
Lower General Secondary Education	0.48
IVE Retail	0.48
HVE Legal and fiscal	0.47
PVE Administration	0.42
UE Economics, econometrics and business administration	0.40
IVE Textile and leather technology	0.34
PVE Commerce	0.32
HVE Business administration technology	
UE Management science	0.66
UE Information science	0.57
HVE Commercial information science	0.54
HVE Electronic and information technology	0.44
UE Electrical engineering and information technology	0.38
HVE Legal and fiscal	
IVE Legal and fiscal	0.77
Higher General Secondary Education	0.59
IVE Commerce	0.57
PVE Administration	0.51
UE Law	0.48
Lower General Secondary Education	0.48
UE Economics, econometrics and business administration	0.47
HVE Commerce	0.47
HVE Business administration	0.45
IVE Administration	0.44
HVE Accounting	0.42
IVE Retail	0.41
IVE Secretarial	0.36
UE Public administration	0.32
HVE Social and cultural	
IVE Social and cultural	0.75
UE Social sciences	0.55
HVE Fine Arts	
-	-
HVE Police, fire and defense	
IVE Police, fire and defense	0.47
UE Arts	
-	-
UE Theology	
-	-

Table 3.19 (continued)

Overview of types of education facing (strong) competition on the labour market

Type of education	index of competition
UE Agriculture and environmental science	
HVE Agriculture and environmental science	0.39
UE Mathematics and natural sciences	
UE Information science	0.31
UE Construction and civil engineering	
HVE Construction and civil engineering	0.42
UE Mechanical engineering	
HVE Mechanical engineering	0.61
UE Electrical engineering and information technology	
HVE Electronic and information technology	0.93
UE Information science	0.67
HVE Commercial information science	0.63
HVE Business administration technology	0.38
UE Veterinary and medical sciences and dentistry	
-	-
UE Pharmacy	
-	-
UE Economics, econometrics and business administration	
UE Public administration	0.71
HVE Accounting	0.70
HVE Legal and fiscal	0.47
HVE Business administration	0.44
HVE Commerce	0.40
IVE Administration	0.38
IVE Legal and fiscal	0.37
Higher General Secondary Education	0.34
UE Management science	
HVE Business administration technology	0.66
UE Information science	
HVE Commercial information science	0.94
HVE Electronic and information technology	0.77
UE Electrical engineering and information technology	0.67
HVE Business administration technology	0.57
UE Mathematics and natural sciences	0.31

Table 3.19 (continued)
 Overview of types of education facing (strong) competition on the labour market

Type of education	index of competition
UE Law	
HVE Legal and fiscal	0.48
IVE Legal and fiscal	0.34
UE Public administration	
UE Economics, econometrics and business administration	0.71
HVE Accounting	0.67
HVE Legal and fiscal	0.32
UE Social sciences	
HVE Social and cultural	0.55
IVE Social and cultural	0.34
UE Fine Arts	
-	-

Source: ROA

Table 3.20

Sensitivity to the state of the business cycle per type of education

Type of education	sensitivity to business cycle	qualitative charact.
Primary Education		
Primary Education	0.92	average
LGSE, PVE		
Lower General Secondary Education	0.72	average
PVE Agriculture	0.65	average
PVE Construction trades	1.32	very high
PVE Utilities installation	1.64	very high
PVE Mechanical trades	1.13	high
PVE Automobile trades	1.05	high
PVE Electrical trades	1.01	high
PVE Printing trades	0.90	average
PVE Food trades	0.74	average
PVE Textile and leather trades	0.69	average
PVE Transport and harbour	1.42	very high
PVE Administration	0.65	average
PVE Commerce	0.70	average
PVE Community care, hotel and catering	0.60	low
PVE Security	0.22	very low
HGSE, IVE		
Higher General Secondary Education	0.69	average
IVE Agriculture and the natural environment	0.53	low
IVE Technical Laboratory	0.76	average
IVE Construction technology	1.27	very high
IVE Civil engineering	0.97	high
IVE Metalworking	1.14	high
IVE Precision engineering	0.97	high
IVE Mechanical engineering	1.02	high
IVE Automobile technology	0.92	average
IVE Electrical technology	0.97	high
IVE Printing technology	0.86	average
IVE Food technology	0.68	average
IVE Process technologies	1.05	high
IVE Textile and leather technology	0.70	average
IVE Transport and harbour	0.89	average
IVE Nursing and paramedical services	0.43	low
IVE Medical laboratory	0.50	low
IVE Retail	0.69	average
IVE Administration	0.70	average
IVE Tourism and recreation	0.63	low
IVE Commerce	0.62	low
IVE Secretarial	0.61	low
IVE Legal and fiscal	0.63	low
IVE Social and cultural	0.51	low
IVE Community care	0.51	low
IVE Hotel, catering and hairdressing	0.45	low
IVE Police, fire and defense	0.53	low

Table 3.20 (continued)
Sensitivity to the state of the business cycle per type of education

Type of education	sensitivity to business cycle	qualitative charact.
HVE		
HVE Teacher training	0.50	low
HVE Interpreter and translator	0.56	low
HVE Agriculture and environmental science	0.78	average
HVE Technical laboratory	0.79	average
HVE Construction and civil engineering	0.88	average
HVE Mechanical engineering	0.86	average
HVE Electronic and information technology	1.31	very high
HVE Transport and harbour	0.62	low
HVE Medical laboratory	0.53	low
HVE Nursing and paramedical services	0.45	low
HVE Business administration	0.77	average
HVE Accounting	0.90	average
HVE Commercial information science	1.16	very high
HVE Tourism and recreation	0.63	low
HVE Commerce	0.69	average
HVE Business administration technology	0.96	high
HVE Legal and fiscal	0.60	low
HVE Social and cultural	0.49	low
HVE Fine Arts	0.71	average
HVE Police, fire and defense	0.51	low
UE		
UE Arts	0.57	low
UE Theology	0.14	very low
UE Agriculture and environmental science	0.94	high
UE Mathematics and natural sciences	0.94	high
UE Construction and civil engineering	0.93	average
UE Mechanical engineering	1.01	high
UE Electrical engineering and information technology	1.47	very high
UE Veterinary and medical sciences and dentistry	0.51	low
UE Pharmacy	0.48	low
UE Economics, econometrics and business administration	0.91	average
UE Management science	0.89	average
UE Information science	1.26	very high
UE Law	0.39	very low
UE Public administration	0.73	average
UE Social sciences	0.54	low
UE Fine Arts	0.49	low

Source: ROA

Table 3.21

Percentage of school-leavers' unemployed for 4 months or longer on entering the labour market per field of study, 1994

Type of education and field of study	%	qualitative charact.
LGSE, PVE		
<i>Lower General Secondary Education</i>	7	very low
<i>PVE Agriculture</i>	3	very low
<i>PVE Technical</i>		
PVE Construction trades	4	very low
PVE Utilities installation	.	low
PVE Mechanical trades	9	low
PVE Automobile trades	12	low
PVE Electrical trades	8	low
PVE Printing trades	7	very low
PVE Food trades	7	very low
PVE Textile and leather trades	13	average
<i>PVE Commerce and administration</i>		
PVE Office administration	19	average
PVE Retailing	9	low
<i>PVE Personal services</i>		
PVE Community care, hotel and catering	5	very low
PVE Beauticians and hairdressing	15	average
HGSE, IVE		
<i>Higher General Secondary Education</i>		
Senior General Secondary Education	6	very low
Pre-university Education	7	very low
<i>IVE Agriculture and the natural environment</i>		
SIVE Agricultural	20	high
IVE Agriculture-A	.	low
IVE Agriculture-B	5	very low
<i>IVE Technical Laboratory</i>		
SIVE Laboratory	20	high
IVE Chemical laboratory	20	high
<i>IVE Technical</i>		
SIVE Metalworking	11	low
SIVE Automobile technology	19	average
SIVE Electrical technology	17	average
SIVE Food technology	13	average
IVE Construction technology	11	low
IVE Civil engineering	12	low
IVE Metalworking	22	high
IVE Mechanical engineering	9	low
IVE Automobile technology	11	low
IVE Electrical technology	17	average
IVE Process technologies	17	average
IVE Textile and leather technology	9	low
<i>IVE Transport and harbour</i>	17	average
<i>IVE Nursing and paramedical services</i>		
IVE Nursing and home care	15	average
IVE Medical assistant	10	low

Table 3.21 (continued)

Percentage of school-leavers unemployed for 4 months or longer on entering the labour market per field of study, 1994

Type of education and field of study	%	qualitative charact.
<i>IVE Medical laboratory</i>	18	average
<i>IVE Commerce and administration</i>		
SIVE Retail	17	average
SIVE Administration	26	high
IVE Retail	10	low
IVE Administration	12	low
IVE Commerce	16	average
IVE Secretarial	19	average
<i>IVE Legal and fiscal</i>	16	average
<i>IVE Social and cultural</i>	21	high
<i>IVE Personal services</i>		
SIVE Community care	28	very high
IVE Social services	21	high
IVE Community care	11	low
IVE Fashion and clothing	23	high
IVE Activities supervision	14	average
<i>IVE Hotel, catering and hairdressing</i>		
IVE Hotel and catering	12	low
IVE Building and food services maintenance	14	average
IVE Beauticians and hairdressing	19	average
HVE		
<i>HVE Teacher training</i>		
HVE Primary school teacher	14	average
HVE Agricultural teacher	11	low
HVE Art and self-expression teacher	25	high
HVE Secondary school teacher	26	high
<i>HVE Interpreter and translator</i>	23	high
<i>HVE Agriculture</i>	23	high
<i>HVE Technical laboratory</i>	26	high
<i>HVE Technical</i>		
HVE Construction and civil engineering	10	low
HVE Mechanical engineering	27	very high
HVE Electronic technology	27	very high
<i>HVE Transport and harbour</i>		very low
<i>HVE Medical analysis</i>	25	high
<i>HVE Nursing and paramedical services</i>		
HVE Nursing	12	low
HVE Occupational and physiotherapy	20	high

Table 3.21 (continued)

Percentage of school-leavers unemployed for 4 months or longer on entering the labour market per field of study, 1994

Type of education and field of study	%	qualitative charact.
<i>HVE Commerce and administration</i>		
HVE Business administration	14	average
HVE Accounting	7	very low
HVE Commercial information science	24	high
HVE Tourism	20	high
HVE Commerce	18	average
<i>HVE Business administration technology</i>	31	very high
<i>HVE Legal and fiscal</i>	18	average
<i>HVE Social and cultural</i>		
HVE Welfare and social work	18	average
HVE Personnel management	18	average
HVE Journalism	20	high
<i>HVE Fine Arts</i>	36	very high

Source: RUBS/HBO Monitor/ROA

* As a percentage of the school-leavers who are defined as in the labour force.

Table 3.22
Percentage of school-leavers registered as unemployed per field of study, 1994

Type of education and field of study	%	qualitative charact.
LGSE, PVE		
<i>Lower General Secondary Education</i>	14	high
<i>PVE Agriculture</i>	8	average
<i>PVE Technical</i>		
PVE Construction trades	6	low
PVE Utilities installation	.	low
PVE Mechanical trades	5	low
PVE Automobile trades	5	low
PVE Electrical trades	10	average
PVE Printing trades	4	very low
PVE Food trades	10	average
PVE Textile and leather trades	11	high
<i>PVE Commerce and administration</i>		
PVE Office administration	10	average
PVE Retailing	11	high
<i>PVE Personal services</i>		
PVE Community care, hotel and catering	9	average
PVE Beauticians and hairdressing	7	average
HGSE, IVE		
<i>Higher General Secondary Education</i>		
Senior General Secondary Education	6	low
Pre-university Education	13	high
<i>IVE Agriculture and the natural environment</i>		
SIVE Agricultural	8	average
IVE Agriculture-A	.	very low
IVE Agriculture-B	2	very low
<i>IVE Technical Laboratory</i>		
SIVE Laboratory	14	high
IVE Chemical laboratory	9	average
<i>IVE Technical</i>		
SIVE Metalworking	8	average
SIVE Automobile technology	9	average
SIVE Electrical technology	16	very high
SIVE Food technology	7	average
IVE Construction technology	5	low
IVE Civil engineering	4	very low
IVE Metalworking	8	average
IVE Mechanical engineering	8	average
IVE Automobile technology	5	low
IVE Electrical technology	9	average
IVE Process technologies	15	high
IVE Textile and leather technology	2	very low
<i>IVE Transport and harbour</i>	4	very low
<i>IVE Nursing and paramedical services</i>		
IVE Nursing and home care	5	low
IVE Medical assistant	5	low

Table 3.22 (continued)
Percentage of school-leavers registered as unemployed per field of study, 1994

Type of education and field of study	%	qualitative charact.
<i>IVE Medical laboratory</i>	7	average
<i>IVE Commerce and administration</i>		
SIVE Retail	9	average
SIVE Administration	10	average
IVE Retail	6	low
IVE Administration	7	average
IVE Commerce	9	average
IVE Secretarial	5	low
<i>IVE Legal and fiscal</i>	7	average
<i>IVE Social and cultural</i>	19	very high
<i>IVE Personal services</i>		
SIVE Community care	14	high
IVE Social services	8	average
IVE Community care	5	low
IVE Fashion and clothing	9	average
IVE Activities supervision	7	average
<i>IVE Hotel, catering and hairdressing</i>		
IVE Hotel and catering	8	average
IVE Building and food services maintenance	13	high
IVE Beauticians and hairdressing	9	average
HVE		
<i>HVE Teacher training</i>		
HVE Primary school teacher	6	low
HVE Agricultural teacher		very low
HVE Art and self-expression teacher	14	high
HVE Secondary school teacher	10	average
<i>HVE Interpreter and translator</i>	10	average
<i>HVE Agriculture</i>	9	average
<i>HVE Technical laboratory</i>	17	very high
<i>HVE Technical</i>		
HVE Construction and civil engineering	4	very low
HVE Mechanical engineering	13	high
HVE Electronic technology	15	high
<i>HVE Transport and harbour</i>	8	average
<i>HVE Medical analysis</i>	9	average
<i>HVE Nursing and paramedical services</i>		
HVE Nursing	4	very low
HVE Occupational and physiotherapy	12	high

Table 3.22 (continued)

Percentage of school-leavers registered as unemployed per field of study, 1994

Type of education and field of study	%	qualitative charact.
<i>HVE Commerce and administration</i>		
HVE Business administration	6	low
HVE Accounting	2	very low
HVE Commercial information science	7	average
HVE Tourism	15	high
HVE Commerce	8	average
<i>HVE Business administration technology</i>	17	very high
<i>HVE Legal and fiscal</i>	9	average
<i>HVE Social and cultural</i>		
HVE Welfare and social work	9	average
HVE Personnel management	10	average
HVE Journalism	15	high
<i>HVE Fine Arts</i>	18	very high

Source: RUBS/HBO Monitor/ROA

* As a percentage of the school-leavers who are defined as in the labour force.

Table 3.23
Percentage of under-utilization* per type of education, 1994

Type of education	%	qualitative charact.
Primary Education		
Primary Education	-	na
LGSE, PVE		
Lower General Secondary Education	36	average
PVE Agriculture	45	average
PVE Construction trades	35	average
PVE Utilities installation	37	average
PVE Mechanical trades	46	average
PVE Automobile trades	43	average
PVE Electrical trades	33	average
PVE Printing trades	.	-
PVE Food trades	51	high
PVE Textile and leather trades	59	high
PVE Transport and harbour	83	very high
PVE Administration	35	average
PVE Commerce	53	high
PVE Community care, hotel and catering	59	high
PVE Security	77	very high
HGSE, IVE		
Higher General Secondary Education	40	average
IVE Agriculture and the natural environment	40	average
IVE Technical Laboratory	.	-
IVE Construction technology	31	average
IVE Civil engineering	30	average
IVE Metalworking	51	high
IVE Precision engineering	38	average
IVE Mechanical engineering	30	average
IVE Automobile technology	29	average
IVE Electrical technology	14	low
IVE Printing technology	55	high
IVE Food technology	62	high
IVE Process technologies	78	very high
IVE Textile and leather technology	67	very high
IVE Transport and harbour	53	high
IVE Nursing and paramedical services	12	low
IVE Medical laboratory	9	very low
IVE Retail	42	average
IVE Administration	20	low
IVE Tourism and recreation	56	high
IVE Commerce	32	average
IVE Secretarial	35	average
IVE Legal and fiscal	39	average
IVE Social and cultural	40	average
IVE Community care	56	high
IVE Hotel, catering and hairdressing	39	average
IVE Police, fire and defense	54	high

Table 3.23 (continued)
Percentage of under-utilization per type of education, 1994

Type of education	%	qualitative charact.
HVE		
HVE Teacher training	13	low
HVE Interpreter and translator	48	average
HVE Agriculture and environmental science	27	average
HVE Technical laboratory	16	low
HVE Construction and civil engineering	9	very low
HVE Mechanical engineering	16	low
HVE Electronic and information technology	12	low
HVE Transport and harbour	44	average
HVE Medical laboratory	12	low
HVE Nursing and paramedical services	11	low
HVE Business administration	48	average
HVE Accounting	38	average
HVE Commercial information science	10	very low
HVE Tourism and recreation	82	very high
HVE Commerce	46	average
HVE Business administration technology	.	-
HVE Legal and fiscal	43	average
HVE Social and cultural	24	low
HVE Fine Arts	19	low
HVE Police, fire and defense	48	average
UE		
UE Arts	30	average
UE Theology	.	-
UE Agriculture and environmental science	.	-
UE Mathematics and natural sciences	13	low
UE Construction and civil engineering	15	low
UE Mechanical engineering	.	-
UE Electrical engineering and information technology	.	-
UE Veterinary and medical sciences and dentistry	5	very low
UE Pharmacy	.	-
UE Economics, econometrics and business administration	23	low
UE Management science	.	-
UE Information science	.	-
UE Law	25	low
UE Public administration	.	-
UE Social sciences	33	average
UE Fine Arts	.	-

Source: ROA

* Determined on the basis of the function level of the occupational group.

Table 3.24
Under-utilization of working school-leavers per field of study, 1994

Type of education and field of study	%	qualitative charact.
LGSE, PVE		
<i>Lower General Secondary Education</i>	15	low
<i>PVE Agriculture</i>	14	low
<i>PVE Technical</i>		
PVE Construction trades	9	very low
PVE Utilities installation	.	average
PVE Mechanical trades	14	low
PVE Automobile trades	10	low
PVE Electrical trades	9	very low
PVE Printing trades	.	average
PVE Food trades	4	very low
PVE Textile and leather trades	19	average
<i>PVE Commerce and administration</i>		
PVE Office administration	15	low
PVE Retailing	16	low
<i>PVE Personal services</i>		
PVE Community care, hotel and catering	13	low
PVE Beauticians and hairdressing	15	low
HGSE, IVE		
<i>Higher General Secondary Education</i>		
Senior General Secondary Education	.	very high
Pre-university Education	.	very high
<i>IVE Agriculture and the natural environment</i>		
SIVE Agricultural	53	high
IVE Agriculture-A	.	high
IVE Agriculture-B	60	very high
<i>IVE Technical Laboratory</i>		
SIVE Laboratory	61	very high
IVE Chemical laboratory	16	low
<i>IVE Technical</i>		
SIVE Metalworking	60	very high
SIVE Automobile technology	45	high
SIVE Electrical technology	41	high
SIVE Food technology	20	average
IVE Construction technology	25	average
IVE Civil engineering	8	very low
IVE Metalworking	.	high
IVE Mechanical engineering	42	high
IVE Automobile technology	38	high
IVE Electrical technology	34	average
IVE Process technologies	.	high
IVE Textile and leather technology	34	average
<i>IVE Transport and harbour</i>	20	average
<i>IVE Nursing and paramedical services</i>		
IVE Nursing and home care	53	high
IVE Medical assistant	49	high

Table 3.24 (continued)
Under-utilization of working school-leavers per field of study, 1994

Type of education and field of study	%	qualitative charact.
<i>IVE Medical laboratory</i>	15	low
<i>IVE Commerce and administration</i>		
SIVE Retail	66	very high
SIVE Administration	57	very high
IVE Retail	42	high
IVE Administration	22	average
IVE Commerce	21	average
IVE Secretarial	10	low
<i>IVE Legal and fiscal</i>	21	average
<i>IVE Social and cultural</i>	22	average
<i>IVE Personal services</i>		
SIVE Community care	68	very high
IVE Social services	42	high
IVE Community care	54	high
IVE Fashion and clothing	63	very high
IVE Activities supervision	32	average
<i>IVE Hotel, catering and hairdressing</i>		
IVE Hotel and catering	31	average
IVE Building and food services maintenance	66	very high
IVE Beauticians and hairdressing	61	very high
HVE		
<i>HVE Teacher training</i>		
HVE Primary school teacher	5	very low
HVE Agricultural teacher	20	average
HVE Art and self-expression teacher	29	average
HVE Secondary school teacher	27	average
<i>HVE Interpreter and translator</i>	35	high
<i>HVE Agriculture</i>	35	high
<i>HVE Technical laboratory</i>	20	average
<i>HVE Technical</i>		
HVE Construction and civil engineering	9	very low
HVE Mechanical engineering	23	average
HVE Electronic technology	20	average
<i>HVE Transport and harbour</i>	11	low
<i>HVE Medical analysis</i>	21	average
<i>HVE Nursing and paramedical services</i>		
HVE Nursing	27	average
HVE Occupational and physiotherapy	9	very low

Table 3.24 (continued)
Under-utilization of working school-leavers per field of study, 1994

Type of education and field of study	%	qualitative charact.
<i>HVE Commerce and administration</i>		
HVE Business administration	21	average
HVE Accounting	4	very low
HVE Commercial information science	12	low
HVE Tourism	56	high
HVE Commerce	28	average
<i>HVE Business administration technology</i>	21	average
<i>HVE Legal and fiscal</i>	22	average
<i>HVE Social and cultural</i>		
HVE Welfare and social work	49	high
HVE Personnel management	18	average
HVE Journalism	17	average
<i>HVE Fine Arts</i>	24	average

Source: RUBS/HBO Monitor/ROA

* Determined on the basis of the educational level which, according to the school-leaver concerned, is required for the job which he or she has.

Table 3.25
Percentage of working school-leavers with a job in the field in which they trained per field of study, 1994

Type of education and field of study	%	qualitative charact.
LGSE, PVE		
<i>Lower General Secondary Education</i>	4	very low
<i>PVE Agriculture</i>	29	low
<i>PVE Technical</i>		
PVE Construction trades	64	average
PVE Utilities installation	.	low
PVE Mechanical trades	19	very low
PVE Automobile trades	53	average
PVE Electrical trades	66	average
PVE Printing trades	.	average
PVE Food trades	56	average
PVE Textile and leather trades	14	very low
<i>PVE Commerce and administration</i>		
PVE Office administration	18	very low
PVE Retailing	16	very low
<i>PVE Personal services</i>		
PVE Community care, hotel and catering	12	very low
PVE Beauticians and hairdressing	53	average
HGSE, IVE		
<i>Higher General Secondary Education</i>		
Higher General Secondary Education	.	very low
Pre-university Education	.	-
<i>IVE Agriculture and the natural environment</i>		
SIVE Agricultural	36	low
IVE Agriculture-A	.	low
IVE Agriculture-B	46	average
<i>IVE Technical Laboratory</i>		
SIVE Laboratory	61	average
IVE Chemical laboratory	81	high
<i>IVE Technical</i>		
SIVE Metalworking	48	average
SIVE Automobile technology	49	average
SIVE Electrical technology	39	low
SIVE Food technology	63	average
IVE Construction technology	77	high
IVE Civil engineering	79	high
IVE Metalworking	.	low
IVE Mechanical engineering	47	average
IVE Automobile technology	50	average
IVE Electrical technology	62	average
IVE Process technologies	.	low
IVE Textile and leather technology	46	average
<i>IVE Transport and harbour</i>	56	average
<i>IVE Nursing and paramedical services</i>		
IVE Nursing and home care	78	high
IVE Medical assistant	70	average

Table 3.25 (continued)

Percentage of working school-leavers with a job in the field in which they trained per field of study, 1994

Type of education and field of study	%	qualitative charact.
<i>IVE Medical laboratory</i>	77	high
<i>IVE Commerce and administration</i>		
SIVE Retail	11	very low
SIVE Administration	39	low
IVE Retail	31	low
IVE Administration	44	low
IVE Commerce	32	low
IVE Secretarial	52	average
<i>IVE Legal and fiscal</i>	15	very low
<i>IVE Social and cultural</i>	46	average
<i>IVE Personal services</i>		
SIVE Community care	27	low
IVE Social services	58	average
IVE Community care	67	average
IVE Fashion and clothing	25	very low
IVE Activities supervision	73	high
<i>IVE Hotel, catering and hairdressing</i>		
IVE Hotel and catering	52	average
IVE Building and food services maintenance	32	low
IVE Beauticians and hairdressing	59	average
HVE		
<i>HVE Teacher training</i>		
HVE Primary school teacher	91	very high
HVE Agricultural teacher	92	very high
HVE Art and self-expression teacher	71	average
HVE Secondary school teacher	74	high
<i>HVE Interpreter and translator</i>	63	average
<i>HVE Agriculture</i>	75	high
<i>HVE Technical laboratory</i>	86	high
<i>HVE Technical</i>		
HVE Construction and civil engineering	93	very high
HVE Mechanical engineering	80	high
HVE Electronic technology	83	high
<i>HVE Transport and harbour</i>	91	very high
<i>HVE Medical analysis</i>	85	high
<i>HVE Nursing and paramedical services</i>		
HVE Nursing	94	very high
HVE Occupational and physiotherapy	94	very high

Table 3.25 (continued)

Percentage of working school-leavers with a job in the field in which they trained per field of study, 1994

Type of education and field of study	%	qualitative charact.
<i>HVE Commerce and administration</i>		
HVE Business administration	79	high
HVE Accounting	96	very high
HVE Commercial information science	84	high
HVE Tourism	51	average
HVE Commerce	59	average
<i>HVE Business administration technology</i>	70	average
<i>HVE Legal and fiscal</i>	66	average
<i>HVE Social and cultural</i>		
HVE Welfare and social work	85	high
HVE Personnel management	78	high
HVE Journalism	80	high
<i>HVE Fine Arts</i>	69	average

Source: RUBS/HBO Monitor/ROA

Table 3.26

Expected flow of school-leavers entering the labour market per type of education, 1995-2000

Type of education	number	total %	average annual %	qualitative charact.
Primary Education				
Primary Education	46,900	9	1.8	low
LGSE, PVE				
Lower General Secondary Education	24,500	6	1.2	low
PVE Agriculture	6,600	9	1.7	low
PVE Construction trades	14,200	10	2.0	low
PVE Utilities installation	1,500	16	3.1	average
PVE Mechanical trades	14,800	11	2.1	low
PVE Automobile trades	7,100	14	2.7	low
PVE Electrical trades	1,300	2	0.4	very low
PVE Printing trades	1,100	15	2.8	average
PVE Food trades	5,400	26	4.8	average
PVE Textile and leather trades	5,500	23	4.3	average
PVE Transport and harbour	2,200	6	1.2	low
PVE Administration	9,000	15	2.7	average
PVE Commerce	5,000	16	3.1	average
PVE Community care, hotel and catering	13,900	7	1.3	low
PVE Security	6,000	58	9.6	very high
HGSE, IVE				
Higher General Secondary Education	87,500	28	5.1	average
IVE Agriculture and the natural environment	23,000	17	3.1	average
IVE Technical Laboratory	3,700	27	4.9	average
IVE Construction technology	27,600	17	3.1	average
IVE Civil engineering	5,000	23	4.3	average
IVE Metalworking	12,000	21	3.8	average
IVE Precision engineering	1,700	11	2.1	low
IVE Mechanical engineering	18,400	20	3.8	average
IVE Automobile technology	20,600	34	6.1	high
IVE Electrical technology	29,000	20	3.7	average
IVE Printing technology	5,900	16	3.0	average
IVE Food technology	7,900	19	3.5	average
IVE Process technologies	1,900	11	2.2	low
IVE Textile and leather technology	6,400	18	3.3	average
IVE Transport and harbour	8,500	18	3.4	average
IVE Nursing and paramedical services	44,800	25	4.5	average
IVE Medical laboratory	3,700	13	2.4	low
IVE Retail	89,500	28	5.0	average
IVE Administration	26,800	29	5.2	high
IVE Tourism and recreation	4,900	32	5.7	high
IVE Commerce	8,500	24	4.4	average
IVE Secretarial	20,800	22	4.0	average
IVE Legal and fiscal	1,800	4	0.7	very low
IVE Social and cultural	18,900	34	6.0	high
IVE Community care	62,700	29	5.2	high
IVE Hotel, catering and hairdressing	8,500	14	2.6	low
IVE Police, fire and defense	17,300	22	4.0	average

Table 3.26 (continued)

Expected flow of school-leavers entering the labour market per type of education, 1995-2000

Type of education	number	total %	average annual %	qualitative charact.
HVE				
HVE Teacher training	39,900	15	2.9	average
HVE Interpreter and translator	1,400	16	3.0	average
HVE Agriculture and environmental science	6,900	35	6.2	high
HVE Technical laboratory	4,700	17	3.2	average
HVE Construction and civil engineering	4,300	12	2.2	low
HVE Mechanical engineering	9,800	32	5.8	high
HVE Electronic and information technology	13,700	32	5.8	high
HVE Transport and harbour	1,300	5	0.9	low
HVE Medical laboratory	2,600	12	2.3	low
HVE Nursing and paramedical services	20,100	24	4.4	average
HVE Business administration	9,200	41	7.2	very high
HVE Accounting	2,500	9	1.7	low
HVE Commercial information science	4,900	17	3.2	average
HVE Tourism and recreation	1,700	22	4.0	average
HVE Commerce	12,300	60	9.8	very high
HVE Business administration technology	6,500	51	8.6	very high
HVE Legal and fiscal	4,300	17	3.1	average
HVE Social and cultural	31,400	27	4.9	average
HVE Fine Arts	7,200	15	2.9	average
HVE Police, fire and defense	2,200	23	4.3	average
UE				
UE Arts	15,400	36	6.3	high
UE Theology	600	12	2.3	low
UE Agriculture and environmental science	3,600	29	5.2	high
UE Mathematics and natural sciences	8,700	21	3.8	average
UE Construction and civil engineering	2,400	13	2.5	low
UE Mechanical engineering	4,100	48	8.1	very high
UE Electrical engineering and information technology	4,800	35	6.2	high
UE Veterinary and medical sciences and dentistry	7,700	15	2.7	average
UE Pharmacy	1,300	29	5.3	high
UE Economics, econometrics and business admin.	17,200	39	6.9	very high
UE Management science	5,700	57	9.4	very high
UE Information science	1,800	43	7.5	very high
UE Law	18,800	40	6.9	very high
UE Public administration	2,600	25	4.6	average
UE Social sciences	26,500	33	5.8	high
UE Fine Arts	4,200	48	8.1	very high

Source: ROA

Table 3.27

Expected expansion demand per type of education, 1995-2000

Type of education	number	total %	average annual %	qualitative charact.
Primary Education				
Primary Education	-66,300	-13	-2.8	very low
LGSE, PVE				
Lower General Secondary Education	-18,400	-5	-0.9	low
PVE Agriculture	-7,100	-9	-1.9	very low
PVE Construction trades	-8,300	-6	-1.2	low
PVE Utilities installation	-500	-6	-1.1	low
PVE Mechanical trades	-7,800	-6	-1.2	low
PVE Automobile trades	-2,700	-5	-1.1	low
PVE Electrical trades	-2,900	-5	-1.0	low
PVE Printing trades	-200	-4	-0.7	low
PVE Food trades	-700	-4	-0.7	low
PVE Textile and leather trades	-1,100	-5	-0.9	low
PVE Transport and harbour	-900	-3	-0.5	low
PVE Administration	-3,800	-6	-1.3	low
PVE Commerce	-500	-2	-0.3	low
PVE Community care, hotel and catering	-6,400	-3	-0.6	low
PVE Security	3,200	31	5.5	very high
HGSE, IVE				
Higher General Secondary Education	20,700	7	1.3	average
IVE Agriculture and the natural environment	-2,100	-2	-0.3	low
IVE Technical Laboratory	1,200	9	1.7	average
IVE Construction technology	5,200	3	0.6	low
IVE Civil engineering	1,200	6	1.1	average
IVE Metalworking	2,300	4	0.8	average
IVE Precision engineering	900	6	1.2	average
IVE Mechanical engineering	5,000	6	1.1	average
IVE Automobile technology	2,100	3	0.7	low
IVE Electrical technology	8,700	6	1.2	average
IVE Printing technology	2,200	6	1.2	average
IVE Food technology	2,000	5	1.0	average
IVE Process technologies	900	5	1.0	average
IVE Textile and leather technology	1,600	4	0.9	average
IVE Transport and harbour	2,600	6	1.1	average
IVE Nursing and paramedical services	16,400	9	1.7	average
IVE Medical laboratory	2,900	10	2.0	average
IVE Retail	22,100	7	1.3	average
IVE Administration	2,900	3	0.6	low
IVE Tourism and recreation	300	2	0.4	low
IVE Commerce	2,100	6	1.2	average
IVE Secretarial	700	1	0.1	low
IVE Legal and fiscal	-400	-1	-0.2	low
IVE Social and cultural	800	2	0.3	low
IVE Community care	9,100	4	0.8	average
IVE Hotel, catering and hairdressing	1,800	3	0.6	low
IVE Police, fire and defense	13,500	17	3.1	high

Table 3.27 (continued)
Expected expansion demand per type of education, 1995-2000

Type of education	number	total %	average annual %	qualitative charact.
HVE				
HVE Teacher training	18,500	7	1.4	average
HVE Interpreter and translator	700	9	1.7	average
HVE Agriculture and environmental science	2,700	14	2.7	high
HVE Technical laboratory	6,000	22	4.0	high
HVE Construction and civil engineering	5,300	15	2.7	high
HVE Mechanical engineering	5,100	17	3.2	high
HVE Electronic and information technology	11,200	27	4.8	very high
HVE Transport and harbour	4,300	15	2.9	high
HVE Medical laboratory	3,400	16	2.9	high
HVE Nursing and paramedical services	14,400	17	3.2	high
HVE Business administration	3,900	18	3.3	high
HVE Accounting	7,000	25	4.5	very high
HVE Commercial information science	10,400	36	6.3	very high
HVE Tourism and recreation	500	7	1.4	average
HVE Commerce	3,800	19	3.5	high
HVE Business administration technology	2,800	22	4.0	high
HVE Legal and fiscal	1,900	7	1.4	average
HVE Social and cultural	14,100	12	2.3	average
HVE Fine Arts	7,300	15	2.9	high
HVE Police, fire and defense	200	2	0.5	low
UE				
UE Arts	7,000	17	3.1	high
UE Theology	700	13	2.5	average
UE Agriculture and environmental science	2,100	17	3.2	high
UE Mathematics and natural sciences	9,400	22	4.1	high
UE Construction and civil engineering	3,700	20	3.7	high
UE Mechanical engineering	1,900	22	4.0	high
UE Electrical engineering and information technology	4,200	31	5.5	very high
UE Veterinary and medical sciences and dentistry	8,800	16	3.1	high
UE Pharmacy	700	15	2.8	high
UE Economics, econometrics and business admin.	14,900	34	6.0	very high
UE Management science	3,200	32	5.7	very high
UE Information science	1,500	34	6.1	very high
UE Law	4,000	8	1.6	average
UE Public administration	2,400	24	4.4	very high
UE Social sciences	14,800	18	3.4	high
UE Fine Arts	900	10	2.0	average

Source: ROA

Table 3.28
Expected replacement demand per type of education, 1995-2000

Type of education	number	total %	average annual %	qualitative charact.
Primary Education				
Primary Education	68,900	14	2.6	average
LGSE, PVE				
Lower General Secondary Education	55,800	14	2.6	average
PVE Agriculture	11,000	14	2.7	average
PVE Construction trades	17,300	13	2.4	average
PVE Utilities installation	1,200	13	2.4	average
PVE Mechanical trades	21,100	15	2.9	average
PVE Automobile trades	5,300	11	2.1	low
PVE Electrical trades	7,000	12	2.2	low
PVE Printing trades	800	11	2.1	low
PVE Food trades	1,700	9	1.7	very low
PVE Textile and leather trades	6,900	29	5.2	very high
PVE Transport and harbour	6,200	17	3.2	high
PVE Administration	5,800	9	1.8	very low
PVE Commerce	1,500	5	0.9	very low
PVE Community care, hotel and catering	39,100	19	3.6	high
PVE Security	1,100	11	2.1	low
HGSE, IVE				
Higher General Secondary Education	33,000	11	2.0	low
IVE Agriculture and the natural environment	19,100	14	2.6	average
IVE Technical Laboratory	1,900	14	2.6	average
IVE Construction technology	26,800	16	3.0	average
IVE Civil engineering	2,600	12	2.3	low
IVE Metalworking	9,400	16	3.0	average
IVE Precision engineering	3,100	20	3.7	very high
IVE Mechanical engineering	12,300	14	2.6	average
IVE Automobile technology	6,700	11	2.1	low
IVE Electrical technology	18,300	13	2.4	average
IVE Printing technology	6,100	16	3.0	average
IVE Food technology	5,900	14	2.7	average
IVE Process technologies	2,000	12	2.3	low
IVE Textile and leather technology	7,300	20	3.7	very high
IVE Transport and harbour	8,900	19	3.6	high
IVE Nursing and paramedical services	34,300	19	3.5	high
IVE Medical laboratory	4,400	15	2.9	average
IVE Retail	64,000	20	3.7	very high
IVE Administration	13,500	15	2.8	average
IVE Tourism and recreation	700	4	0.9	very low
IVE Commerce	3,500	10	1.9	low
IVE Secretarial	11,400	12	2.3	low
IVE Legal and fiscal	8,300	17	3.2	high
IVE Social and cultural	6,700	12	2.3	low
IVE Community care	31,500	14	2.7	average
IVE Hotel, catering and hairdressing	7,800	13	2.4	average
IVE Police, fire and defense	12,000	15	2.8	average

Table 3.28 (continued)
Expected replacement demand per type of education, 1995-2000

Type of education	number	total %	average annual %	qualitative charact.
HVE				
HVE Teacher training	50,900	20	3.7	very high
HVE Interpreter and translator	1,300	15	2.9	average
HVE Agriculture and environmental science	2,300	12	2.3	low
HVE Technical laboratory	4,600	17	3.1	high
HVE Construction and civil engineering	5,700	16	3.0	average
HVE Mechanical engineering	5,100	17	3.2	high
HVE Electronic and information technology	4,600	11	2.1	low
HVE Transport and harbour	5,400	19	3.5	high
HVE Medical laboratory	2,300	11	2.0	low
HVE Nursing and paramedical services	13,300	16	3.0	average
HVE Business administration	2,300	10	2.0	low
HVE Accounting	5,500	20	3.6	very high
HVE Commercial information science	2,900	10	1.9	low
HVE Tourism and recreation	400	6	1.1	very low
HVE Commerce	1,900	9	1.8	very low
HVE Business administration technology	1,200	9	1.8	very low
HVE Legal and fiscal	5,000	20	3.6	very high
HVE Social and cultural	18,300	16	3.0	average
HVE Fine Arts	7,200	15	2.9	average
HVE Police, fire and defense	1,600	17	3.2	high
UE				
UE Arts	5,900	14	2.6	average
UE Theology	1,700	31	5.6	very high
UE Agriculture and environmental science	1,200	10	1.9	low
UE Mathematics and natural sciences	8,200	19	3.6	high
UE Construction and civil engineering	3,500	19	3.5	high
UE Mechanical engineering	1,600	18	3.4	high
UE Electrical engineering and information technology	2,400	17	3.2	high
UE Veterinary and medical sciences and dentistry	11,900	22	4.1	very high
UE Pharmacy	700	15	2.7	average
UE Economics, econometrics and business admin.	7,700	18	3.3	high
UE Management science	1,500	15	2.8	average
UE Information science	500	11	2.2	low
UE Law	7,300	15	2.9	average
UE Public administration	1,300	13	2.4	average
UE Social sciences	14,300	18	3.3	high
UE Fine Arts	1,600	18	3.3	high

Source: ROA

Table 3.29
Expected job openings per type of education, 1995-2000

Type of education	number	total %	average annual %	qualitative charact.	share expansion demand
Primary Education					
Primary Education	68,900	14	2.6	low	0
LGSE, PVE					
Lower General Secondary Education	55,800	14	2.6	low	0
PVE Agriculture	11,000	14	2.7	low	0
PVE Construction trades	17,300	13	2.4	low	0
PVE Utilities installation	1,200	13	2.4	low	0
PVE Mechanical trades	21,100	15	2.9	low	0
PVE Automobile trades	5,300	11	2.1	low	0
PVE Electrical trades	7,000	12	2.2	low	0
PVE Printing trades	800	11	2.1	low	0
PVE Food trades	1,700	9	1.7	very low	0
PVE Textile and leather trades	6,900	29	5.2	average	0
PVE Transport and harbour	6,200	17	3.2	average	0
PVE Administration	5,800	9	1.8	very low	0
PVE Commerce	1,500	5	0.9	very low	0
PVE Community care, hotel and catering	39,100	19	3.6	average	0
PVE Security	4,300	42	7.6	high	74
HGSE, IVE					
Higher General Secondary Education	53,700	17	3.3	average	39
IVE Agriculture and the natural environment	19,100	14	2.6	low	0
IVE Technical Laboratory	3,100	22	4.3	average	39
IVE Construction technology	32,000	19	3.6	average	16

Table 3.29 (continued)
Expected job openings per type of education, 1995-2000

Type of education	number	total %	average annual %	qualitative charact.	share expansion demand
IVE Civil engineering	3,800	18	3.4	average	32
IVE Metalworking	11,700	20	3.8	average	20
IVE Precision engineering	4,000	26	4.9	average	23
IVE Mechanical engineering	17,300	19	3.7	average	29
IVE Automobile technology	8,800	15	2.8	low	24
IVE Electrical technology	27,000	19	3.6	average	32
IVE Printing technology	8,300	22	4.2	average	27
IVE Food technology	7,900	19	3.7	average	25
IVE Process technologies	2,900	18	3.3	average	31
IVE Textile and leather technology	8,900	24	4.6	average	18
IVE Transport and harbour	11,500	25	4.7	average	23
IVE Nursing and paramedical services	50,700	28	5.2	average	32
IVE Medical laboratory	7,300	26	4.9	average	40
IVE Retail	86,100	27	5.0	average	26
IVE Administration	16,400	18	3.4	average	18
IVE Tourism and recreation	1,000	6	1.3	very low	30
IVE Commerce	5,600	16	3.1	average	38
IVE Secretarial	12,100	13	2.4	low	6
IVE Legal and fiscal	8,300	17	3.2	average	0
IVE Social and cultural	7,500	13	2.6	low	11
IVE Community care	40,600	18	3.5	average	22
IVE Hotel, catering and hairdressing	9,600	16	3.0	average	19
IVE Police, fire and defense	25,500	32	5.9	high	53
HVE					
HVE Teacher training	69,400	27	5.1	average	27
HVE Interpreter and translator	2,000	24	4.6	average	35

Table 3.29 (continued)
Expected job openings per type of education, 1995-2000

Type of education	number	total %	average annual %	qualitative charact.	share expansion demand
HVE Agriculture and environmental science	5,000	26	5.0	average	54
HVE Technical laboratory	10,600	38	7.1	high	57
HVE Construction and civil engineering	11,000	30	5.7	high	48
HVE Mechanical engineering	10,200	34	6.4	high	50
HVE Electronic and information technology	15,800	38	6.9	high	71
HVE Transport and harbour	9,700	34	6.4	high	44
HVE Medical laboratory	5,700	26	4.9	average	60
HVE Nursing and paramedical services	27,700	33	6.2	high	52
HVE Business administration	6,200	28	5.3	average	63
HVE Accounting	12,500	44	8.1	very high	56
HVE Commercial information science	13,300	46	8.2	very high	78
HVE Tourism and recreation	900	13	2.5	low	56
HVE Commerce	5,700	28	5.3	average	67
HVE Business administration technology	4,000	31	5.8	high	70
HVE Legal and fiscal	6,900	27	5.0	average	28
HVE Social and cultural	32,400	28	5.3	average	44
HVE Fine Arts	14,500	31	5.8	high	50
HVE Police, fire and defense	1,800	19	3.7	average	11
UE					
UE Arts	12,900	30	5.7	high	54
UE Theology	2,400	44	8.1	very high	29
UE Agriculture and environmental science	3,300	27	5.1	average	64
UE Mathematics and natural sciences	17,600	42	7.7	high	53
UE Construction and civil engineering	7,200	39	7.2	high	51
UE Mechanical engineering	3,500	40	7.4	high	54
UE Electrical engineering and information technology	6,600	48	8.7	very high	64

Table 3.29 (continued)
Expected job openings per type of education, 1995-2000

Type of education	number	total %	average annual %	qualitative charact.	share expansion demand
UE Veterinary and medical sciences and dentistry	20,700	39	7.2	high	43
UE Pharmacy	1,400	30	5.5	high	50
UE Economics, econometrics and business admin.	22,600	52	9.3	very high	66
UE Management science	4,700	47	8.5	very high	68
UE Information science	2,000	46	8.3	very high	75
UE Law	11,300	24	4.5	average	35
UE Public administration	3,700	37	6.8	high	65
UE Social sciences	29,100	36	6.7	high	51
UE Fine Arts	2,500	28	5.3	average	36

Source: ROA

Table 3.30

Indicator of the future labour market situation (IFL) and Indicator of future risks of labour recruitment problems (IFRL) by type of education, in 2000

Type of education	IFL	qualitative charact. labour market situation	IFRL	qualitative charact. recruitment problems
Primary Education				
Primary Education	1.08	moderate	1.22	very low
LGSE, PVE				
Lower General Secondary Education	1.01	reasonable	1.05	very low
PVE Agriculture	1.07	moderate	1.17	very low
PVE Construction trades	1.07	moderate	1.13	very low
PVE Utilities installation	1.13	moderate	1.20	very low
PVE Mechanical trades	1.04	reasonable	1.09	very low
PVE Automobile trades	1.11	moderate	1.17	very low
PVE Electrical trades	1.01	reasonable	1.05	very low
PVE Printing trades	1.07	moderate	1.11	very low
PVE Food trades	1.29	bad	1.34	very low
PVE Textile and leather trades	1.07	moderate	1.11	very low
PVE Transport and harbour	0.97	good	0.99	fairly high
PVE Administration	1.14	moderate	1.21	very low
PVE Commerce	1.22	bad	1.20	very low
PVE Community care, hotel and catering	0.99	good	1.02	low
PVE Security	1.06	moderate	1.06	very low
HGSE, IVE				
Higher General Secondary Education	1.13	moderate	1.13	very low
IVE Agriculture and the natural environment	1.11	moderate	1.12	very low
IVE Technical Laboratory	1.06	moderate	1.06	very low
IVE Construction technology	1.03	reasonable	1.03	low
IVE Civil engineering	1.07	moderate	1.07	very low
IVE Metalworking	1.07	moderate	1.07	very low
IVE Precision engineering	0.93	good	0.93	high
IVE Mechanical engineering	1.06	moderate	1.06	very low
IVE Automobile technology	1.22	bad	1.22	very low
IVE Electrical technology	1.06	moderate	1.06	very low
IVE Printing technology	0.99	good	0.99	fairly high
IVE Food technology	1.06	moderate	1.06	very low
IVE Process technologies	1.03	reasonable	1.03	low
IVE Textile and leather technology	1.00	good	1.00	fairly high
IVE Transport and harbour	0.98	good	0.98	fairly high
IVE Nursing and paramedical services	1.00	good	1.00	fairly high
IVE Medical laboratory	0.94	good	0.94	high
IVE Retail	1.05	reasonable	1.05	very low
IVE Administration	1.12	moderate	1.12	very low
IVE Tourism and recreation	1.26	bad	1.26	very low
IVE Commerce	1.10	moderate	1.10	very low
IVE Secretarial	1.11	moderate	1.11	very low
IVE Legal and fiscal	0.91	good	0.91	high
IVE Social and cultural	1.20	bad	1.20	very low
IVE Community care	1.14	moderate	1.14	very low
IVE Hotel, catering and hairdressing	1.07	moderate	1.07	very low
IVE Police, fire and defense	0.95	good	0.95	high

Table 3.30 (continued)

Indicator of the future labour market situation (IFL) and Indicator of future risks of labour recruitment problems (IFRL) by type of education, in 2000

Type of education	IFL	qualitative charact. labour market situation	IFRL	qualitative charact. recruitment problems
HVE				
HVE Teacher training	0.93	good	0.93	high
HVE Interpreter and translator	0.95	good	0.95	high
HVE Agriculture and environmental science	1.07	moderate	1.07	very low
HVE Technical laboratory	0.85	good	0.85	high
HVE Construction and civil engineering	0.83	good	0.83	high
HVE Mechanical engineering	0.98	good	0.98	fairly high
HVE Electronic and information technology	0.94	good	0.94	high
HVE Transport and harbour	0.79	good	0.79	high
HVE Medical laboratory	0.91	good	0.91	high
HVE Nursing and paramedical services	0.94	good	0.94	high
HVE Business administration	1.08	moderate	1.08	very low
HVE Accounting	0.73	good	0.73	high
HVE Commercial information science	0.77	good	0.77	high
HVE Tourism and recreation	1.10	moderate	1.10	very low
HVE Commerce	1.22	bad	1.22	very low
HVE Business administration technology	1.13	moderate	1.13	very low
HVE Legal and fiscal	0.92	good	0.92	high
HVE Social and cultural	0.99	good	0.99	fairly high
HVE Fine Arts	0.91	good	0.91	high
HVE Police, fire and defense	0.99	good	0.99	fairly high
UE				
UE Arts	1.07	moderate	1.07	very low
UE Theology	0.79	good	0.79	high
UE Agriculture and environmental science	1.00	good	1.00	fairly high
UE Mathematics and natural sciences	0.83	good	0.83	high
UE Construction and civil engineering	0.76	good	0.76	high
UE Mechanical engineering	1.00	good	1.00	fairly high
UE Electrical engineering and inform. tech.	0.86	good	0.86	high
UE Veterinary and medical sci. & dentistry	0.83	good	0.83	high
UE Pharmacy	0.98	good	0.98	fairly high
UE Economics, econom. and business adm.	0.88	good	0.88	high
UE Management science	1.03	reasonable	1.03	low
UE Information science	0.93	good	0.93	high
UE Law	1.10	moderate	1.10	very low
UE Public administration	0.88	good	0.88	high
UE Social sciences	0.97	good	0.97	fairly high
UE Fine Arts	1.19	bad	1.19	very low

Source: ROA

Appendix A

Appendix A Classification of economic sectors, occupational classes and types of education

Table A.1
Economic sectors

Economic sector	SBI codes [*]
Agriculture and fisheries	01-03
Food and beverage industry	20, 21
Other industry	22-27, 32
Chemicals	29-31
Metal and electrical industries	33-39
Energy	11-19, 28, 40
Construction	51, 52, 83
Commerce	61-66
Transport, storage and communication	71-77
Other commercial services	67, 68, 84, 85, 98, 99
Financial services	81, 82
Non-commercial services	91, 93-97
Civil service, police, defense and education	90, 92

^{*} The SBI classification allows for comparability with the classifications used in the ISIC (International Standard Industrial Classification of all economic activities) and NACE (Nomenclatura statistique des activités économiques dans la communauté européenne) systems.

Table A.2
Occupational classes

Occupational class	ROA code	occupational groups
Educational occupations		
Primary and special education teachers	0131	133, 134, 135
Secondary and tertiary education teachers	0132	131, 132
School principals and other higher educational professions	0133	139
Trainers, sports officials and sports professionals	0221	180
Cultural occupations		
Translators and other literary professions	1131	195
Pastoral vocations	1231	141, 149
Photographers and designers	1321	162, 163
Visual and performing artists	1331	161, 171-175, 591
Agricultural occupations		
Agricultural workers	2011	621-624, 629, 632
Farmers	2012	601, 602, 609, 611-613, 631, 680
Agricultural and environmental engineers	2031	053
Technical and industrial occupations		
Forklift drivers	3011	979
Construction machine operators	3012	961, 969, 972-974
Managers and supervisors in manufacturing	3021	024, 028, 211-214, 701, 702
Technical and medical representatives	3022	461
Technical draughtsmen	3023	032
Technical analysts and laboratory assistants	3024	014, 036
Scientific researchers, technicians and statisticians	3031	011-013, 026, 027, 029, 051, 052, 081, 082, 085
Food and beverage processors	3111	771-775, 777, 779, 781-783
Bakers and bakery personnel	3112	776
Textile production workers	3211	751-756, 759, 760
Upholsterers, shoemakers and leatherworkers	3212	796, 801-803
Clothing production workers and sailmakers	3213	791-795, 799
Wood, paper and cardboard product workers	3311	731-734, 910
Carpenters and woodworkers	3312	811, 812, 818, 819, 941, 942, 954, 958
Printing industry production workers	3411	921-927, 929
Chemical process workers	3511	741-745, 749
Smelter workers and drilling hands	3611	711-713, 721-729
Metal-processing machine operators	3612	834-836, 839, 846, 849
Welders and engineering workers	3613	872, 874, 879, 880
Lathe operators and metal workers	3614	820, 831-833, 841, 873
Machinery mechanics and instrument makers	3615	842, 844, 845
Automobile mechanics	3621	843
Intermediate mechanical engineers	3622	035, 037, 039, 043
Higher mechanical engineers	3631	025
Elect. product assembly workers and quality controllers	3711	853, 944, 949
Electricity and gas supply workers	3712	857
Electricians and telecommunication servicemen	3721	851, 852, 854-856, 859, 860
Intermediate electrical engineers	3722	034
Higher electrical engineers	3731	023
Ceramic and glass industry production workers	3811	891-894, 899, 901-902, 939, 943
Bricklayers and plasterers	3911	951, 955
Glaziers and concreting hands	3912	952, 953, 956, 957
Painters	3913	931

Table A.2 (continued)
Occupational classes

Occupational class	ROA code	occupational groups
Plumbers	3914	871
Road construction workers and pipelayers	3915	959, 991-993, 998, 999
Construction supervisors	3921	033
Architects and construction engineers	3931	021, 022, 031
Transport occupations		
Freight handlers and packers	4011	971
Fishermen and gamekeepers	4111	641, 649
Sailors, deckhands and engine-room workers	4112	981, 982
Ship's officers and marine inspectors	4121	042
Drivers and conductors	4211	351, 360, 983-986, 989
Pilots and transport and freight supervisors	4321	041, 359
Medical and paramedical occupations		
Nursing staff	5021	071, 073
Student nurses and home nursing personnel	5022	072, 074
Doctors', dentists' and veterinary assistants	5023	593
Pharmacy assistants and opticians	5024	068, 075
Paramedics and related functions	5025	064, 069, 079
Physiotherapists and occupational therapists	5031	076
Medical and biological laboratory analysts	5032	054, 077
Physicians, medical specialists and pharmacists	5033	061, 067 421, 422, 431-449
Vetinary surgeons	5034	065
Dentists and dental specialists	5035	063
Commercial and administrative occupations		
Senior finance and sales managers	6031	219
Mail clerks and postal workers	6111	370
Datatypes and computer operators	6112	322, 341, 342
Administrative supervisors	6121	300
Secretaries and typists	6122	321
Library and archive assistants	6123	395
Book-keepers and bank employees	6124	331, 339
Purchasing and sales clerks	6125	391-393
Telephonists, receptionists and pollsters	6126	380, 394, 399
Programmers and system analysts	6131	083, 084
Accountants and economists	6132	090, 110
Sales assistants	6211	481, 482, 490
Shopkeepers, retail and wholesale staff	6221	352, 401, 402, 411, 412
Commercial representatives, buyers and branch managers	6222	451, 452, 462, 471-473
Civil servants (public administration)	6331	201, 202, 310
Legal professionals	6332	121, 122, 129
Socio-cultural occupations		
Journalists and announcers	7021	151, 159, 179
Librarians and archivists	7031	191
Personnel officers and vocational advisors	7032	194
Community workers and probation officers	7033	193
Social scientists	7034	192
Public relations specialists	7035	199
Hotel, catering and service occupations		
Cooks, waiters and kitchen workers	8111	531, 532
Hotel and catering owners and supervisors	8121	501-502, 511-514, 518, 519, 520

Table A.2 (continued)
Occupational classes

Occupational class	ROA code	occupational groups ^a
Porters, cleaners and domestics	8211	541, 551, 552, 560, 592, 599
Geriatric help and kindergarten staff	8212	542
Hairdressers and beauticians	8221	570
Public security and safety occupations		
Police, fire and security officers	9121	581, 582, 589
Military professionals	9221	660

^a Comparable to the ISCO'88 classification.

Table A.3
Types of education

Type of education	SOI codes
Primary Education	
Primary Education	00000-20199
LGSE, PVE	
Lower General Secondary Education	30100-30199
PVE Agriculture	32100-32999
PVE Construction trades	33610-33615, 33617-33629, 33810-33815, 33817-33829
PVE Utilities installation	33616-33816
PVE Mechanical trades	33630-33639
PVE Automobile trades	33641
PVE Electrical trades	33650-33659
PVE Printing trades	33660-33669
PVE Food trades	33676, 33677
PVE Textile and leather trades	33673, 33685, 33873, 33885
PVE Transport and harbour	34100-34999
PVE Administration	36130-36139
PVE Commerce	36150-36159
PVE Community care, hotel and catering	38100-38999
PVE Security	39100-39499
HGSE, IVE	
Higher General Secondary Education	40100-40199
IVE Agriculture and the natural environment	42100-42999
IVE Technical Laboratory	43100-43199
IVE Construction technology	43610-43619, 43810-43819
IVE Civil engineering	43620-43629, 43820-43829
IVE Metalworking	43630-43634, 43636-43639, 43830-43834, 43836-43839
IVE Precision engineering	43635, 43835
IVE Mechanical engineering	43640, 43642-43649, 43840, 43842-43849
IVE Automobile technology	43641, 43841
IVE Electrical technology	43650-43659, 43850-43859
IVE Printing technology	43663-43668, 43863-43868
IVE Food technology	43676-43677, 43876-43877
IVE Process technologies	43678, 43878
IVE Textile and leather technology	43673, 43685, 43873, 43885
IVE Transport and harbour	44100-44999
IVE Nursing and paramedical services	45100-45199, 45400-45499
IVE Medical laboratory	48600-48699
IVE Retail	45200-45299
IVE Administration	46138, 46150-46180
IVE Tourism and recreation	46133
IVE Commerce	46142
IVE Secretarial	46148
IVE Legal and fiscal	46131, 45300-45399
IVE Social and cultural	46600-46699
IVE Community care	47100-47199
IVE Hotel, catering and hairdressing	48100-48199, 48400-48499
IVE Police, fire and defense	48300-48399
	49100-49499

Table A.3 (continued)
Types of education

Type of education	SOI codes [*]
HVE	
HVE Teacher training	50600-50699, 60600-60699
HVE Interpreter and translator	51100-51199
HVE Agriculture and environmental science	52100-52999
HVE Technical laboratory	53100-53199
HVE Construction and civil engineering	53610-53629, 53810-53829
HVE Mechanical engineering	53640-53649, 53840-53849
HVE Electronic and information technology	53650-53659
HVE Transport and harbour	54100-54999
HVE Medical laboratory	55200-55299
HVE Nursing and paramedical services	55100-55199, 55400-55499
HVE Business administration	56110
HVE Accounting	56133
HVE Commercial information science	56135
HVE Tourism and recreation	56142
HVE Commerce	56148
HVE Business administration technology	56200-56299
HVE Legal and fiscal	56600-56699
HVE Social and cultural	57100-57199
HVE Fine Arts	58600-58699
HVE Police, fire and defense	59100-59499
UE	
UE Arts	61100-61199, 70621-70623, 70628, 70666, 71181
UE Theology	61600-61699, 70627
UE Agriculture and environmental science	62100-62999, 72175, 72220
UE Mathematics and natural sciences	63100-63199, 70631-70639, 73100-73199
UE Construction and civil engineering	63610-63629, 63810-63829, 73618, 73623
UE Mechanical engineering	63640-63649, 63840-63849
UE Electrical engineering and information technology	63650-63659, 73651-73655
UE Veterinary and medical sciences and dentistry	65100-65199, 70671, 75100-75199
UE Pharmacy	65200-65299, 75200-75299
UE Economics, econometrics and business admin.	66110, 66133, 66140-66148, 66210, 66240, 70661, 76110, 76120, 76133
UE Management science	66120, 66220, 76220
UE Information science	66135, 76135
UE Law	66611-66619, 76618
UE Public administration	66620-66699, 76620-76699
UE Social sciences	67100-67199, 70663
UE Fine Arts	68600-68699, 60680-60689, 70685-70688

^{*} An educational classification designed for the Dutch situation, but based on the ISCED system established by UNESCO.